

**Governor's  
Workforce  
Board**  
Rhode Island



# ***Fiscal Year 2015 Annual Report***

***• July 1, 2014 – June 30, 2015 •***

***(Including WIA-related information and outcomes)***



***Working Together  
for a Better Rhode Island***

### ***Front Cover***

RI Marine Trades Association (RIMTA) pre-apprenticeship student Dean Domingoes clearing a mooring ball during his job shadow at Pirate Cove Marina. Dean was hired by Pirate Cove Marina upon graduation from the training. The Marine Trades and Composites Pre-Apprenticeship Training (PAT), funded through a GWB Innovative Partnership Grant, is a seven week training program that prepares students to start a career in the marine trades and composites industries. The PAT has a 100% graduation rate and a 92% job placement rate.

### ***Back Cover***

RIMTA Graduation Day, April 2015. Students received the following stackable certificates:

- RIMTA certificate of completion
- OSHA-10 card
- Forklift Certification from New England Tech
- US Coast Guard Boater Safety Card

***Pictured:***

*Front row (left to right): Dean Domingoes, Brittany Saez, Alison Reindeau*

*Middle row (left to right): Ian Almeida, Robert Stackhouse, Colin Freitas*

*Back row (left to right): Duanne McBride, Jesse Malo, Robert Murgo*



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## Introduction

The Governor's Workforce Board (GWB) was established by Executive Order on September 22, 2005 to integrate the functions of the State Workforce Investment Board (SWIB) and Human Resource Investment Council (HRIC). The GWB was formally established under RI General Law, Title 42-102, in June, 2014 as the primary policy-making body on workforce development matters for the State of Rhode Island, with statutory responsibility and authority to plan, coordinate, fund and evaluate workforce development activities in the state. The GWB consists of 21 members representing business, labor, education, community, and government who establish workforce development policy and plans, allocate state Job Development Funds (JDF), and serve as the SWIB to oversee federal Workforce Investment Act Title I-B funds.

The GWB determines funding priorities for the JDF and allocates funds into several broad categories: funds for employers through incumbent worker training grants and industry partnership support; funds for youth centers and summer youth employment; funds for pre-employment services such as work readiness, work-based learning, and occupational skills training; and funds to increase workforce system capacity and integration. Since 2009, the legislature has also appropriated JDF funds directly to the RI Department of Education to support adult education services.

In FY 2015, the GWB engaged dozens of public and private sector workforce development partners to develop and publish the second Biennial Employment & Training Plan for RI (FY 2016 and FY 2017). The Biennial Plan built upon the progress of the past two years, responded to political and economic changes, reaffirmed the four overarching priorities established in the first Biennial Plan, and offered specific recommendations. The GWB also expanded incumbent worker training, youth workforce development, Industry Partnerships, Work Immersion, and Innovative Partnerships in FY 2015.

Of particular significance in FY 2015 was the arrival of Governor Gina M. Raimondo, who has brought new vision and commitment to increasing the impact of RI's workforce development efforts. Grounded in the Governor's economic development plan, the Ocean State WAVE, and driven by the Governor's new workforce de-

velopment strategy, Real Jobs RI, workforce development in RI is becoming increasingly employer-driven, sector-based, business-friendly, and accountable. The GWB has embraced Real Jobs, and allocated JDF funds in FY 2015 to support the launch of Real Jobs.

This Annual Report incorporates all FY 2015 activities of the Governor's Workforce Board in its capacity as the Human Resource Investment Council, as well as in its capacity as the State Workforce Investment Board. This report is again organized in accordance with the four statewide priorities outlined in the GWB Biennial Employment & Training Plan for RI—employer partnerships, work readiness, career pathways, and workforce system integration. This report also includes information and data related to Workforce Investment Act-funded activities. Finally, this report includes a preview of information of important workforce development activities for the coming fiscal year.

## Biennial Employment and Training Plan

In 2011, the RI General Assembly directed the Governor's Workforce Board to develop a biennial employment and training plan that would provide an analysis of current workforce funding, an analysis of gaps in meeting worker and employer needs, and a plan for workforce spending in Rhode Island. In FY 2015, the Board, in conjunction with a diverse advisory group of many public and private sector stakeholders, conducted an intensive planning and analysis process and submitted the plan to the Governor and General Assembly on November 15, 2014.

The Biennial Plan identifies current and emerging needs of industry and employers, the ability of the workforce to meet those needs, and the capacity of the workforce system to provide services and programs to meet both of those needs. The plan also recommends major priorities for the public workforce system over the next two fiscal years and offers action steps and funding strategies to accomplish these priorities.

The current Biennial Plan for FY 2016 and FY 2017 reaffirmed the four overarching priorities for RI that were established in the first Biennial Plan—Employer Partner-



ships, Work Readiness, Career Pathways and Workforce System Integration.

Biennial Plan priorities (FY 2016 and FY 2017) include:

- **Employer Partnerships:** The public workforce system and employers must continue to engage and grow in partnership, with each bringing its respective strengths to bear. These partnerships will ensure that training and education are responsive to, and aligned with, employer needs.
- **Work Readiness:** All youth and adults must have the opportunity to acquire core literacy, numeracy, and work-readiness skills (e.g., team work, communication, and problem-solving) necessary to succeed in the workplace.
- **Career Pathways:** The public workforce system, in partnership with employers, must provide youth and adults with a continuum of training, education, work experience and supportive services that lead to good jobs and careers in high-growth, high-demand, strategically important sectors of the Rhode Island economy.
- **Workforce System Integration:** The public workforce system must be fully integrated in order to coordinate planning, funding, and services; evaluate and report the effectiveness and efficiency of services; and align with state economic development strategies

The complete Biennial Plan can be viewed at [www.gwb.ri.gov/pdfs/BiennialEmpTrainPlan1617.pdf](http://www.gwb.ri.gov/pdfs/BiennialEmpTrainPlan1617.pdf).

## Employer Partnerships

In FY 2015, GWB and WIA-funded programs enlisted more than 1,000 employer partners in various workforce development activities. See Appendix A for a complete list of employer partners, arranged by program.

### Incumbent Worker Training Grants

Incumbent Worker Training Grants are awarded annually through a Request for Proposal process and provide up to \$40,000 in matching grants to eligible businesses to upgrade the skills of their current workforce and increase the competitiveness and productivity of the company and its employees. In FY 2015, the Governor's Workforce Board awarded a total of \$1,706,433 to 80 companies. A total of 6,479 people were trained, 362 received wage increases, 79 received a promotion, and 314 credentials were obtained

### Express Training Grants

In FY 2015, Express Training Grants provided matching funds to eligible businesses to increase the skills of current employees and increase the overall competitiveness and productivity of RI businesses and workers. Unlike the Incumbent Worker Training Grants, which are reviewed and awarded annually, Express Grant applications are accepted on a rolling basis. Businesses may apply more than once in a fiscal year, however, the maximum amount awarded to an individual business/organization is \$5,000 per fiscal year. The GWB awarded \$297,154 in Express Training Grants, which trained 928 employees of the 101 companies who received grants.

### Export Assistance

The Export Management Training Grant Program, in collaboration with CommerceRI, offers customized international business training to Rhode Island businesses to improve global competitiveness. In FY 2015, the GWB allocated \$55,298 for this program, which enabled 12 companies to train 79 employees.

*Note: In FY 2015, the GWB began a process to convert all Incumbent Worker Training Grants (including Annual, Express, and Export Assistance) to "on-demand" rolling grants that can be requested and awarded in a manner that that best meets the training and fiscal needs of RI businesses, effective FY 2016.*

### Industry Partnerships

GWB Industry Partnerships are trade associations and non-profit organizations that work to align the state's training and education resources with the workforce needs of vital sectors of the RI economy. Industry partnerships actively engage employers and labor organizations to identify skills gaps, provide labor market projections, identify training and education resources, promote career opportunities, develop career pathways, and train current and future workers.

In FY 2015, the GWB supported industry partnerships in the following sectors: Health Care, Construction, Hospitality, Marine Trades, Defense, Information Technology, Bio Science, and Manufacturing. FY 2015 highlights include:

**Industry: MARINE TRADES****Partner: RI Marine Trades Association****FY 2015 Funding: \$172,550**

- Added 41 new employer partners to marine trades association
- Developed three career pathways in Marine Mechanic, Composites Tech and Electrician for the marine industry
- 256 students and 65 employers participated in Marine Industry career awareness activities throughout the state
- Held a Job Shadow day in May 2015 for 67 students in coordination with Tech Collective, RI Hospitality and Junior Achievement
- Developed and Implemented a Launch Operator Training program; 11 trainees graduated and secured employment

**Industry: HEALTH CARE****Partner: UNAP/RI Hospital Health Care Education Trust (Stepping Up)****FY 2015 Funding: \$243,012**

- A Healthcare Convening was held at CCRI in Warwick which drew an attendance of more than 70 individuals to discuss workforce shortages, employer needs and educational gaps
- Provided career exploration, career coaching and work experiences to 49 un/underemployed adults
- Placed 29 trainees in internships with 14 employers
- Developed 9 job overview sheets to be used to outline career pathways in the healthcare industry
- Enrolled 18 trainees in the Healthcare Career Pathways class with 5 graduates securing employment

**Industry: HOSPITALITY****Partner: RI Hospitality Education Foundation****FY 2015 Funding: \$199,999**

- Assisted industry employers with posting 27 jobs on EmployRI and connected 32 job seekers with industry employers
- Developed 3 career pathways and began discussions with CCRI and employer on articulation for the training related to these career pathways
- Provided job coaching services to 32 On-Ramps candidates and placed 10 trainees from the On-Ramps program into employment
- Completed 5 occupational skills training programs with 132 total training participants
- Developed a hospitality training program for incarcerated women; enrolled 28 participants and graduated 13

**Industry: CONSTRUCTION****Partners: Building Futures/Providence Plan****FY 2015 Funding: \$161,955**

- Provided hands-on pre-orientation and field trip to Construction Career Days to 40 women interested in construction
- 30 individuals placed in construction trade employment with 12 different employers
- Working with Gilbane to approve aligned Associate Degree coursework developed with CCRI for apprenticeship program
- Successfully submitted and was awarded a USDOL Apprenticeship grant for Rhode Island
- Graduated 18 participants from a welding training with 11 securing employment

**Industry: MANUFACTURING****Partner: Polaris MEP****FY 2015 Funding: \$194,332**

- A skill gap study was conducted by real-time electronic survey at the May Manufacturing Summit; data was made available in Fall 2015
- Continue to work with CCRI on the non-trade apprenticeship program for CNC Machinists
- Developed a Manufacturing Skills Standards Council (MSSC) CPT Certification program for high school students in which 15 students completed and 10 secured employment
- Manufacturing week saw 28 employers participate in a career showcase that was attended by over 200 students
- Placed 100 un/under employed adults in Experiential Learning Opportunities with 75 employers

**Industry: DEFENSE****Partners: Newport County Development Council/Mayforth Group****FY 2015 Funding: \$148,600**

- Developed 3 career pathways in electrical Engineer Technician, Electrical Engineer and Engineer Manager in the defense industry
- Launched first annual Defense Innovation Days with 300 participants
- Provided career exploration in coordination with Raytheon for over 60 students from Newport, Middletown, Portsmouth and Tiverton
- 12 students participated in a paid summer internship with Raytheon
- Developed a career awareness campaign for the defense industry that reached over 130 middle and high school students

**Industry: INFORMATION TECHNOLOGY****Partner: Tech Collective****FY 201 Funding: \$150,000**

- Provided HR and Professional development forums to 52 incumbent workers
- Added 7 new employer members to partnership
- Conducted an "Hour of Code" workshop with 5 employers for 75 students from 5 schools Coordinated speaking engagements with 6 industry representatives for 100 students
- Held 5 tours of local IT companies for 100 students from local high schools
- GRRL (Girls Reaching Remarkable Levels) Tech event was held at URI where 180 female students and 25 employers participated in 10 IT related workshops

**Industry: BIOSCIENCE****Partner: Tech Collective****FY 2015 Funding: \$149,999**

- Held annual GRRL Tech event, with Bioscience partnership from 25 employers for 270 female students interested in Bioscience
- STEM in the Middle program held for 90 junior high school students with 10 employers
- 5 employer speakers spoke to over 100 students about careers in Bioscience.
- Increased employer partnership to include three new bioscience companies
- Placed 7 students in internships with 5 bioscience employers

***From GWB Industry Partnerships to Real Jobs RI***

Since 2006, the GWB has promoted a sector-based approach to workforce development through its support of Industry Partnerships. GWB Industry Partnerships have provided key "workforce intelligence" about labor market trends, challenges, and opportunities in their sector, which have improved the ability of workforce development programs to respond to the needs of RI businesses and workers.

Building upon the foundational work of GWB Industry Partnerships, Governor Gina M. Raimondo announced the formation of Real Jobs RI in 2015. Real Jobs RI is a sector-based, demand-driven workforce and economic development initiative that is collaborative, flexible and business-led.

Much like GWB Industry Partnerships, Real Jobs partnerships will convene industry employers, training providers, and other key stakeholders in partnerships that build alliances to address business workforce demands. However, under the leadership of Governor Raimondo, Real Jobs partnerships will become the primary vehicle for identifying and addressing the workforce needs of RI businesses. Furthermore, Real Jobs funding will be responsive, business-friendly, and accountable for connecting or training workers for current and future job vacancies that businesses are looking to fill. Finally, Real Jobs partnerships will be closely aligned with the economic development priorities of Rhode Island.

In the coming year, it is expected that GWB Industry Partnerships will evolve into Real Jobs RI partnerships.



## ***Innovative Partnerships***

The purpose of the GWB Innovative Partnership grants is to increase the alignment between business needs and workforce development strategies so that businesses have access to appropriately skilled employees, and that job seekers have the skills, training and support they need to meet employer demand in vital sectors of the Rhode Island economy.

Innovative Partnerships bring employers and education and training providers together to provide work-readiness, experiential learning, occupational skills training to prepare unemployed or underemployed adults for good jobs and careers.

In FY 2015, the GWB supported 13 Innovative Partnerships with a total of \$1.75 million in funding, and with grants ranging from \$86,000 to \$190,000. Collectively, Innovative Partnerships served 507 un/underemployed adults who graduated from their respective programs. Of these, 357 participated in workplace-based learning, and 262 had secured employment as of June 30, 2015.

FY 2015 Innovative Partnership grantees included the following programs:

### ***AccessPoint RI***

Provided training, internship and placement to 100 job seekers interested in the Direct Service Provider pre-certification program. Partners include Community College of RI Center for Workforce and Community Education, The Kent Center and The Governor's Commission on Disabilities.

### ***Connecting for Children and Families***

The CCF training collaborative focuses on the Culinary Arts, from entry to middle-level and into management positions. The training Strategy is a four-component training program with a full complement of supports, career exploration and planning, and guidance. Upon completion, participants receive four industry-recognized credentials: ServSafe™ Food Protection Manager Certification, First Impressions: Exceptional Customer Service™, Lasting Impressions: The Core of Communication™, Hospitality: The 3rd Language™ and each participant is matched with one of the employer partners to complete a 100-hour internship.

### ***Foster Forward***

Provided class-room training, one-on-one coaching and work experience training to 60 youth in sectors such as retail, hospitality, food service and pet care. Employer partners include Ocean State Job Lot, LaSalle Bakery, Econotel, CVS, Golden Crest Nursing Home and The Dog House.

### ***New England Institute of Technology***

NEIT provided 40 unemployed individuals with entry-level occupational skills training within the shipbuilding and machine technology industries. Employer partners include General Dynamics/Electric Boat, Guill Tool and Engineering, SENESCO Marine, Swissline Precision, Rhode Island Carbide, RIMA and RIMTA.

### ***Open Doors***

A reentry pilot program for high risk offenders that begins during incarceration and provides comprehensive education, case management, supportive services, employment placement, occupational skills training and housing support. Upon release, participants are placed in a 20-hour a week, six month subsidized entry-level positions with one of our employer partners. They will also have the option to earn certifications and educational gains.

### ***RI Hospital***

Preparing workers for the healthcare field, RIH launched a 16- to 18-week program that includes RI Department of Health-approved CNA training program followed by a Lifespan CNA internship to 60 participants. Additional employer partners include Newport Hospital and Homefront Health Care..

### ***RI Manufacturers Association***

RIMA provided training and placement assistance to 32 participants in advanced manufacturing and CNC machining. Employer partners include Workforce Performance Solutions, Ferguson Perforating, Handles Unlimited, Greystone Corp., Groov-Pin, Warwick Screw, microPEP, RI Carbide, Seaside Casuals and Swissline Precision.

### ***RI Marine Trades Association***

Expanded an existing 205-hour pre-apprenticeship training program for 20 unemployed and underemployed Rhode Islanders. Employer partners include LaserPerformance, Newport Shipyard, Freedom Boat Club, Bristol Marine, IYRS, Kellogg Marine Supply, Gowerie Group and Hunt Yacht. Education partners are New England Institute of Technology, MTTI, Tiverton High School, Chariho Career and Technical Education and Warwick Career and Technical Education.

### ***Saint Antoine Residence***

Continued to expand its existing CNA program to homecare CNAs, build a CNA II pathway and expand incumbent support to include financial literacy for 42 Rhode Islanders. Partners include Homefront Health Care,



Friendly Home, Overlook Nursing Home, Trinity Health, Friendly Home, Family Resources, Community College of RI and Stepping Up.

### **Stepping Up**

Created RN clinical residency opportunities for 25 unemployed and underemployed participants who are currently accepted into a BSN program. Employer partners include Newport Hospital, Kent Hospital, Rhode Island Hospital, Bradley Hospital, Butler Hospital, AccessPoint and J. Arthur Trudeau Memorial Center.

### **The Institute for the Study and Practice of Nonviolence**

Offered workforce readiness and life skills training, on-the-job training, four skill credentials, non-violence training and preparation for long-term employment to 24 unemployed residents with barriers to employment. Employer partners include Aramark, Butler Hospital, Gilbane, Manpower, Lopco Contracting, Office Recycling Solutions and Trinity Brew House.

### **The Providence Plan/Building Futures**

Selected 20 trainees to participate in a residential construction pre-apprenticeship program. Building Futures has partnered with East Coast Interiors, Inc.

### **Year Up**

Offered job and life skills training to 15 young adults—an earn-while-you-learn structure through paid corporate internships in sales and marketing. Year Up has partnered with Hasbro.

## **On-the-Job Training**

Funded through the Workforce Investment Act and administered by the local workforce investment boards, On-the-Job Training matching grants subsidize up to six months of training curricula for new hires. This program offers businesses the cash flow to build workforce capacity quickly and allows businesses to train and hire locally. In FY 2014, 187 new hires from 68 companies were trained.

## **Job Training Tax Credits**

Another way that the GWB supports growing businesses is through the Job Training Tax Credit Act. Employers may receive tax credits equal to as much as 50 percent of their training costs, with a limit of \$5,000

per employee over a three-year period. Only \$1,000 of qualified expenses may be wages earned through training. The type of training varies widely, from academic remediation and ESL to technology applications and management skills. Job Training Tax Credits are available only to C Corporations and may not be claimed on RI personal income tax returns.

In FY 2015, the following companies listed below were approved to receive nearly \$4.3 million in tax credits in order to train more than 4,700 RI workers:

- AAA Southern New England
- Collette Vacations
- General Dynamics Electric Boat

## **Employer Advisory Group**

In keeping with the Biennial Plan priority to expand employer partnerships, the GWB Employer Committee convenes a separate, larger Employer Advisory Group in order to further the Board's aim of increasing private sector input into the public workforce development system. The goal of the group is to serve as a bridge between the system and employers in Rhode Island, particularly those that are not part of established communication vehicles such as Industry Partnerships. The group serves as a feedback mechanism for information on the success of the public workforce system and for on-the-ground information on hiring and training needs.

In FY 2015, more than 40 GWB Employer Advisory Group members heard presentations and provided feedback on the following topics:

- Making the business case for diversity
- Youth in the workplace: An underutilized resource

## **Employer Outreach and Engagement**

In addition to the GWB Employer Advisory Group, and direct outreach to businesses at conferences and workshops, the GWB has also developed a variety of digital communication tools to raise awareness of workforce development funding and services for businesses, and to better understand and respond to business needs. Among these communication tools are the GWB website, the GWB monthly electronic newsletter, a GWB Facebook page, an Industry Partnership Facebook page, a GWB blog, and a GWB YouTube site. The GWB also works closely with the DLT's Business Workforce Center to further expand its connections to RI businesses.



## Work Readiness

### YouthWorks411

The YouthWorks411 network of youth workforce centers combine Workforce Investment Act (WIA) dollars with less-restrictive Job Development Fund dollars to serve all RI youth ages 14-24. Services include interest inventories, academic assessments and services, contextual learning, leadership development, job readiness and work experience. In FY 2015, the Governor's Workforce Board distributed \$500,000 in Job Development Fund dollars and \$3.39 million in WIA funding through the local workforce investment boards to operate 14 YouthWorks411 centers, through which 2,887 youth were served. Vendors and locations are listed below:

#### **Comprehensive Community Action Program**

- Cranston
- Pawtucket
- Warwick
- Providence Skill Center (WIA only)

#### **East Bay Community Action Program**

- Bristol
- Newport
- East Providence

#### **Community Care Alliance**

- Woonsocket

#### **Goodwill Industries of Rhode Island**

- Providence

#### **Boys and Girls Club**

- Providence (WIA only)

#### **South County Community Action Program**

- Charlestown
- Johnston
- North Kingstown
- North Providence
- Wakefield
- Westerly

### Summer Youth Work Experience

As part of an ongoing effort to help the state's youth explore careers and gain work readiness skills, the Governor's Workforce Board allocated \$1.5 million to provide

#### **Bonuses for Youth Work Experiences**

As an incentive to provide work experiences for Rhode Island youth and unemployed adults, the GWB offered bonus funding of up to \$10,000 through its Incumbent Worker Training Grants and up to \$5,000 through its Express Grants to businesses that provided a school-year or summer internship to a youth, or a temporary work experience for an unemployed adult. In FY 2015, 13 youth and four unemployed adults were provided a work experience through this initiative. By the end of FY 2015, this initiative was replaced by the much more successful GWB Work Immersion program.

Rhode Islanders ages 14-24 with subsidized summer work experience. This funding was matched with federal TANF funding from the RI Department of Human Services, bringing the total investment to \$2 million to serve 1,339 youth. In addition to arranging for summer job opportunities, the following agencies provided a bundle of services, including leadership training, financial literacy and academic remediation:

- AS220
- Blackstone Valley Community Action Program
- Boys and Girls Club of Providence
- Comprehensive Community Action Program
- East Bay Community Action Program
- Family Resources Community Action Program
- Goodwill Industries
- Institute for Study and Practice of Non-Violence
- Lifespan/Rhode Island Hospital
- Metropolitan Regional Center Tech (MET)
- New England Laborers Academy
- Riverzedge Arts Project
- Rhode Island Marine Trades
- Rhode Island Parent Information Network
- Seven Hills Rhode Island
- SER Jobs for Progress
- Tri-Town Community Action Program
- West Bay Community Action Program
- Youth In Action
- Young Voices



## Work Readiness Credential

Businesses locally and nationally cite literacy and math skills along with soft skills as essential elements of work readiness. In surveys of GWB Industry Partners, 50 percent mentioned mathematics and 44 percent reading skills as high priorities for incoming workers. Among GWB Incumbent Worker Training grantees, 46 percent highlighted English language skills.

As part of multi-year federal Workforce Innovation Fund grant, the RI workforce development system launched a pilot program in two netWORKri one-stop centers. The grant, known as Workforce On-Ramps, includes the National Career Readiness Certificate Plus, developed by ACT, which measures the following skills and competencies:

- applied mathematics
- applied reading
- reading for information
- work discipline
- teamwork
- customer service
- managerial potential

In FY 2015, Workforce On-Ramps piloted an employer-verified work experience certificate in paid or unpaid employment or on-the-job training. In FY 2015, 470 individuals (79%) who completed training received the National Career Readiness Credential (NCRC). Over the next year, Workforce On-Ramps will be phasing out, but the ACT NCRC tools will continue on a limited basis while increasing awareness with the state's employers. Additionally, existing online tools will be further disseminated to other agencies like DCYF who took a keen interest in developing career pathways for incarcerated youth.

## Work Immersion

Created in 2013 and launched in 2014, Work Immersion completed its second operational year in FY 2015. The program offers 50% wage reimbursements to any RI business that provides a temporary paid work experience of up to 400 hours to a RI college student (or recent graduate) or an unemployed adult. An additional 25% reimbursement is paid to the employer if the participant is permanently hired upon completion of the work experience.

In FY 2015, the GWB developed user-friendly on-line forms and conducted extensive outreach and promotion to businesses, colleges and universities, and pre-employment service providers, resulting in a large increase in participants and employer involvement. In FY 2015,

## Work Immersion Activity FY15

	Individuals	Businesses	Wage Subsidy
Work Immersion for college students	416	114	\$892,495
Work Immersion for unemployed	290	102	\$627,614

25 college students and 87 unemployed adults were permanently hired as a result of the program. As of May 2015, Work Immersion has expanded to include Career and Technical High School students. Results of the CTE program will be included in the FY 2016 Annual Report.

## Adult Basic Education

Since 2007, the Governor's Workforce Board has collaborated with the RI Department of Education to target the segment of the workforce that lacks the necessary Adult Basic Education and work readiness skills in order to compete in the 21st century economy.

In FY 2015, GWB provided \$3.5 million to the RI Adult Education Initiative to support programs that integrated education and workforce development for adult learner. Adult Education providers served a total of 2,129 participants, of which 48% achieved educational gains of two or more grade levels, 541 gained employment, and 93 earned a GED credential or other high school credential.

Participating programs in FY 2015 are listed below:

- Amos House
- Aquidneck Island Adult Learning Center
- Blackstone Valley Community Action Program
- Community College of Rhode Island
- Comprehensive Community Action Program
- Dorcas International Institute of Rhode Island
- East Bay Comprehensive Education Program
- Education Exchange
- Genesis Center
- Institute for Labor Studies and Research
- Mentor
- Pawtucket School Department
- Progreso Latino
- Project Learn
- Providence Housing Authority
- Providence Plan – Youth Build
- South County Community Action Program
- Tri-Town Community Action Agency
- Westbay Community Action Program



## Career Pathways

### Workforce On-Ramps Pilot

Funded by a multi-year \$2.7 Workforce Innovation Grant from the U.S. Dept. of Labor, the Workforce On-Ramps pilot tested different ways to inform and connect job seekers to four different career pathways (CP) in Rhode Island's high-growth industries: Health Care, Hospitality, Information Technology and Manufacturing. FY 2015 concluded with a phasing out of some of the initiatives included in the grant, but still remained focused on sustaining certain elements like the Career Pathways maps, career coaching and work readiness tools and support.

At the end of FY 2015, a new Career Pathway's Manager was added to the leadership team which included representatives from the RI Department of Labor and Training, the State Workforce Investment Office, the Governor's Workforce Board, the RI Department of Education, the RI Department of Human Services, Workforce Solutions of Providence/Cranston and the Workforce Partnership of Greater Rhode Island which oversaw the implementation of the Workforce On-Ramps pilot.

Braided and blended funding streams involved in the pilot included Workforce Investment Act Title I and II, TANF, Carl Perkins, and Wagner Peyser. The Governor's Workforce Board provided in-kind training and coaching funds through its Industry Partners. On-Ramps worked with federal agencies to secure approval to pool funds based on anticipated outcomes, in order to increase efficiencies and enable agencies to collaborate more effectively.

The On-Ramps pilot focus was on leading three key strategies to serve mostly low-skilled, low-literacy and long-term unemployed:

- The work readiness credential as an employer-recognized certificate;
- Industry-specific career coaching using On-Ramps Career Coaching Standards; and
- Subsequent work experience leading to employment with Training Planners

Ninety-two percent (92%) of those enrolled in training completed training with 470 NCRC Certificates and 371 work experience certificates. One overall compelling conclusion from the results was that participants were more successful when the pre-employment training provider had an established relationship with an employer—in combination with effective career coaching, case management, and a work experience opportunity in a career pathway.

In conclusion, the primary focus of the entire On-Ramps program was systems change. One set of those systems changes has been threaded throughout the grant program with career pathways, supportive services, and cross-agency collaboration. A second set of systems changes were tested through the pilot, including the work readiness training and credential, work experiences, and career coaching. These system changes live-on in a workforce development strategy spear-headed by the GWB. Striving to get system change and alignment across agencies is a continuous process, and with the On-Ramps grant implementation, the GWB made progress toward developing a Career Pathways system.

### On-Ramps Pilot Results FY15

Data Categories	Quarter 6	Quarter 7	Quarter 8	Quarter 9	Quarter 10	Quarter 11	Quarter 12	Total to Date
Enrollment in training	13	126	45	147	143	136	20	646
Completion of training	28	100	49	114	170	112	22	595
Number receiving National Career Readiness Credential (NCRC)	12	62	52	86	165	79	14	470
Number participating in work experience	2	6	62	31	149	55	46	371
Number employed	0	11	25	12	76	46	23	193



### **Career Pathways Advisory Committee (CPAC)**

In FY 2015, the Governor's Workforce Board's Career Pathways Advisory Committee continued its work to develop an effective career pathways system in Rhode Island that will better align workforce skills with employer needs. The Career Pathways Advisory Committee met eleven times this fiscal year. Activities included developing career coaching standards, refining memorandum of understand between partners, and compiling RI career pathways best practices. Toward the end of the fiscal year, the committee developed working groups of policy, program, and capacity building. Attendance at the meetings was robust, with over 25 stakeholders from across the education and workforce system regularly attending.

Guided by Governor Raimondo's vision for career pathways, the CPAC will continue to exam current pathways and practices, focus on implementing new pathways strategies and tools, and develop metrics to evaluate the effectiveness of career pathways in addressing the needs of vulnerable populations, while meeting the workforce needs of RI businesses.

### **Individual Training Accounts**

The federal Workforce Investment Act (WIA) allows eligible job seekers access to up to \$5,500 in free short-term training if that training corresponds with the occupational skills desired by area employers. Therefore, each year, the State Workforce Investment Office creates a list of approved programs in areas proven, through labor market projections and business community intelligence, to address RI workforce needs. Potential enrollees in Individual Training Accounts are referred through the netWORKri one-stop career system. The actual accounts are overseen by Rhode Island's two local workforce investment boards.

In FY 2014, 427 RI job seekers requiring short-term skill upgrades received over \$1,764,402 in subsidized training in areas such as health care, information technology, construction and manufacturing. Approved training providers are listed below:

#### *WIA Eligible Training Provider List*

- 911 Programs, Inc.
- Access Point RI
- Agora Career Academy
- American Safety Programs and Training, Inc.
- Amos House
- Aveda Institute Rhode Island
- Bancroft School of Massage Therapy
- Bastien Academy, Inc.
- Bishop Keough Regional High School
- Blue Angel Education, Inc.
- Boston University
- Bristol Community College
- Bryant University Executive Development Center
- Catherine Hinds Institute of Esthetics
- Chef Walter's Cooking School
- Clean Edison, Inc.
- Coastal Career Academy, Inc.
- Community Care Alliance FKA Family Resources
- Community College of Rhode Island
- Comprehensive Educational Services
- Confident Captain/Ocean Pros
- Connecting for Children and Families, Inc.
- Consolidated Consulting and Recruiting Services, LLC
- Cookie Place Café
- Crossroads Rhode Island
- Diver's Academy of the Eastern Seaboard
- Dogpatch
- Dorcas Place
- East Providence Career and Technical Center
- EEG, Inc., DBA Empire Beauty School



- Fab Tek Technology
- Fine Mortuary College, LLC
- Generations Comprehensive Rehabilitative Services
- Genesis Center
- Goodwill Industries of Rhode Island
- Health Care Connections Nursing Services, Inc.
- Health Care Training Services, Inc.
- Health Training Center
- Heavy Construction Academy
- Hispanic Technology and Education Programs (HITEP)
- International CDL, LLC
- International School for Health Careers
- International Yacht Restoration School
- Lincoln Technical Institute
- Look Image Academy
- LS Coding and Education, LLC
- MEdCerts, LLC
- Motoring Technical Services, Inc.
- Nationwide Diesel Technologies, Inc.
- New England Business Educational Systems
- New England Casino Dealer Academy
- New England Emergency Medical Training
- New England Institute of Technology
- New England Tractor Trailer Training School
- New Horizons Computer Learning Center
- Newport Community School
- Newport School of Hairdressing
- Northeast Maritime Institute, Inc.
- Ocean State Technical Services, LLC
- Opportunities Industrial Center of Rhode Island (OIC)
- Paul Mitchell School
- Providence Skills Center
- Quality and Productivity Solutions, Inc.
- Rhode Island Allied Health Institute
- Rhode Island College (Outreach Programs)
- Rhode Island Community Training Center
- Rhode Island Construction Training Academy
- Rhode Island Hospitality Association
- Ridley-Lowell Business and Technical Institute
- Rob Roy Academy, Inc.
- Roger Williams University
- Saint Antoine Residence
- Salter School
- Southeast Lineman Training Center
- Saint Jude Home Care, Inc.
- Tailor-Made Training
- Teamsters Local 251 Driver Academy
- Thielsch Engineering, Inc.
- Toni and Guy Hairdressing Academy
- UNAP / RIH Education Fund
- University of Rhode Island College of Continuing Education
- Viridis Learning, Inc.
- Woodlawn Community Development Corporation
- Worcester Polytechnic Institute
- Workforce Performance Solutions (Jackson Whyte, LLC)
- Year Up



## Workforce System Integration

### *Unified Workforce Expenditure and Program Report*

The Unified Workforce Development Expenditure and Program Report (UEP) is a compendium of all state and federal dollars devoted to workforce development activities across state agencies in RI and the activities and outcomes that result from those investments. It also serves as a resource for decision making about future resource allocation. An interagency team contributes to the publication of the UEP, including all state agencies designated in Title 42-102-9 and the state college system. These include:

- RI Department of Labor and Training
  - State Workforce Investment Office
  - Workforce Development Services
- RI Department of Corrections
- Governor's Workforce Board
- Executive Office of Health and Human Services
  - RI Department of Behavioral Health, Developmental Disabilities and Hospitals
  - RI Department of Children, Youth, and Families
  - RI Department of Human Services
- RI Department of Education
  - Career and Technical Education
  - Adult Education
- RI Office of the Post-Secondary Commissioner
  - Community College of Rhode Island
  - Rhode Island College
  - University of Rhode Island

Several new data elements were included in this year's UEP, including: total individuals trained, total individuals receiving work readiness training, and total number of employer partners in workforce development activities.

The UEP is submitted annually to the Governor, Senate President, and Speaker of the House on or before November 15.

### *Legislative Update*

Following the major overhaul of the GWB statute in 2014, there were no legislative changes in 2015 specific to the GWB. However, the General Assembly enacted several new initiatives of Governor Gina M. Raimondo that relate to workforce development, including programs to enable students to obtain college credits and/or industry-supported training while still in high school, last dollar scholarships to make RI colleges more affordable, a loan forgiveness program to encourage college students to remain in RI after they graduate, as well as numerous complementary economic development initiatives.

In accordance with the changes to the GWB statute in 2014, the GWB added additional seats to its governing board in FY 2015, including the Secretary of Commerce and the chair of each of the two local Workforce Investment Boards.

On the Federal level, guidelines and deadlines for implementation of the new Workforce Innovation and Opportunity Act (WIOA), which was passed in 2014, were published by the USDOL in FY 2015. The GWB has closely monitored the evolving federal requirements and began the WIOA implementation process in FY 2015. The GWB and the State of RI are well-prepared for, and well-aligned with, the new WIOA components, including business engagement, sector strategies, career pathways, target populations, eligibility criteria, and performance measures.

### *Comprehensive System Improvement Plan*

The 2014 legislative changes to the GWB statute included a requirement that the GWB prepare a Comprehensive System Improvement Plan (CSIP) to be submitted along with the Unified Workforce Development Expenditure and Program Report (UEP) in November, 2015. The CSIP is required to "facilitate the seamless and coordinated delivery of workforce services—consistent with the goals and objectives of the board's statewide employment and



training plan," by identifying recommendations and barriers for system improvement, along with the responsible agency and time frame for achieving such recommendations. In FY 2015, the GWB engaged numerous partner agencies, as well as an outside consulting firm, to begin the process of developing the CSIP.

### **Stakeholder Outreach**

In addition to working closely with board members, grant recipients, individual businesses and public workforce system partners, the activities and staff of the GWB intersect with a diverse cross-section of Rhode Island organizations that included the following in FY 2015:

- Association of Independent Colleges and Universities of RI
- bRidge.jobs
- Brown University
- Bryant University
- Capital Good Fund
- Center for Freedom and Prosperity
- Central RI Chamber of Commerce
- City of Providence
- City of Newport
- CommerceRI
- Community College of RI
- Division of Statewide Planning
- Economic Progress Institute
- Generation Citizen (Alvarez High School)
- Genesis Center
- Greater Providence Chamber of Commerce
- Green Infrastructure Coalition
- Groundwork Providence
- Jewish Alliance
- Johnson & Wales University
- NAACP-RI
- National Association of Workforce Boards
- New England Institute of Technology
- Northern RI Chamber of Commerce
- Opportunities Industrialization Center (OIC)
- Office of Congressman David Cicilline
- Office of Congressman James Langevin
- Office of Management and Budget
- Office of Senator Jack Reed
- Office of Senator Sheldon Whitehouse
- Providence Center
- Providence College
- Providence Plan Data Hub
- Providence Sky Chiefs
- RI Business Coalition
- RI College
- RIC STEM Center
- RI Foundation
- RI House of Representatives
- RI Housing Authorities
- RI Institute for Labor Studies and Research
- RI Nursery and Landscape Association
- RI Professional Development Center
- RI Public Expenditure Council
- RI School of Design
- RI Senate
- RI Science and Technology Advisory Council
- RI Student Loan Authority
- Roger Williams University
- Salve Regina College
- ServeRI
- STEAM Engine
- United Way of RI
- University of RI
- URI Business Engagement Center
- URI Office of Experiential Learning
- Veterans Administration
- Workforce Alliance
- Working Cities



## Looking Ahead to Fiscal Year 2016

### *Real Jobs RI*

Real Jobs RI, led by the Department of Labor and Training, is the signature workforce development initiative of the Raimondo administration. In FY 2016, Real Jobs is expected to establish numerous strategic partnerships in key sectors of the state that closely align with priority industry clusters identified by CommerceRI. In addition to supporting employer-led training, Real Jobs will develop new metrics that will enable the state to better track the impact of its workforce development efforts at an individual, company, industry, and statewide level. Real Jobs also intends to “braid” various federal and state funding streams in a manner that will reduce the structural barriers to meeting the training needs of RI businesses and workers. The GWB will continue to fund, assist, and evaluate the efforts of Real Jobs RI in FY 2016.

### *Comprehensive System Improvement Plan*

As noted above, the GWB will produce and submit a Comprehensive System Improvement Plan (CSIP) for the State of Rhode Island in January, 2016. The CSIP will provide an updated analysis of Rhode Island's workforce development needs and services, and will offer recommendations “to facilitate the seamless and coordinated delivery of workforce services” in order to significantly improve the useability, efficiency, and impact of services for employers, students, and workers. The CSIP is expected to incorporate the vision and strategies of the Raimondo administration, as well as to lay the foundation for the WIOA State Plan that must be submitted to the US Department of Labor in March, 2016.

### *WIOA Implementation*

In FY 2016, the GWB and DLT will continue to engage partner state agencies, businesses, sector intermediaries, education and training providers, community-based organizations, and other stakeholders to develop policies and plans that will enable RI to maximize the benefits of the new Workforce Innovation and Opportunities Act (WIOA) for RI businesses and workers. A new, 4-year WIOA state plan will be submitted to the federal government in March, 2016.

### *Workforce Investment Act Waivers*

The Workforce Investment Act allows for states to request waivers of certain sections of the Law and/or regulations in order to improve services to participants and employers. The following waivers were in place for Program Year 2014:

#### **1. Waiver of the provision at 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.**

This waiver addresses the data collection barriers related to meeting training provider requirements and has increased the number of programs submitted by the community college and other entities that are available to deliver training to Adult and Dislocated Worker participants. This waiver has maximized customer choice, an integral part of WIA. By providing more options to participants, they are able to select appropriate training programs leading to higher entered employment and retention rates and average earnings. This training activity does advance the President's Job-Driven elements due to the close collaboration that the State of Rhode Island's public workforce system is fostering between training providers and Industry Partnerships. Both Local Areas reported using the waiver in PY14 and that the wider range of training providers resulting from it was important to their performance outcomes in that more providers choices facilitated greater opportunity to meet in-demand occupational skills training.

#### **2. Waiver of the required 50 percent employer contribution for customized training at WIA Section 101 (8) (C).**

This waiver has not been utilized as no employers have taken advantage of customized training. Hopefully this will change as the economy improves and hiring expands. The anticipated performance outcome is an increase in employer participation, an increase in participation rates for job seekers and a greater benefit to employers by having a labor pool with the marketable skills they require. Entered employment rates, retention and average earning should all increase due to the explicit involvement of the employer. This activity would advance the President's Job Driven elements. Neither Local Areas reported use of this waiver.



**3. Waiver of the prohibition at 20 CFR 664.510 on the use of Individual Training Accounts (ITA) for older and out-of-school youth.**

This waiver allows the use of ITAs for youth in which an assessment has determined that an ITA is the appropriate and best strategy. Being allowed to charge the ITA cost to the Youth program instead of the Adult or Dislocated Worker programs, would reduce the dependence on limited adult funds and would contribute to the ability of LWIBs to meet their 30 percent out-of-school expenditure requirement. This waiver was utilized on a limited basis, but with good success, in PY14. It increased the opportunity for youth to receive credentials and to find employment. It has resulted in more flexibility in delivering services based on the individual needs of participants as is the intention under WIA and since all training is geared toward the needs of Rhode Island employers, it does advance the President's Job-Driven elements. It has also allowed older youth to pursue occupational goals without the additional barrier of having to meet adult or dislocated worker eligibility requirements. Local Areas reported use of the waiver and that it had a positive impact on their youth outcomes.

**4. Waiver of the State Workforce Investment Board (SWIB) membership requirements at WAI Section 111(b).**

This waiver allows the Governor to appoint fewer members to the SWIB while still maintaining a business majority and the appropriate mix of labor representatives. This configuration allows the Board to focus on strategic issues more effectively and averts difficulties in achieving a quorum as is often the case with a larger group. This streamlined, business-led arrangement indirectly impacts overall system outcomes by ensuring an engaged board on policy and accountability matters.

**5. Waiver to use Rapid Response Funds for Incumbent Worker Training at 20 CFR 661.420 (c).**

This waiver, to allow 20 percent of Rapid Response funds to be used to support Incumbent Worker Training, provides Rhode Island with the flexibility it needs to meet the growing need of employers who are experiencing difficulty during the economic recession and slow recovery. The purpose of the program is to help established Rhode Island businesses provide training and education for current workers, resulting in layoff aversion and reduced employee turnover. Although utilized in the past, it was not used during PY14. As the recovery continues hopefully it will be a valuable tool for Rhode Island businesses. This activity would advance the President's Job Driven elements. This is not applicable to Local Areas performance.

**6. Waiver of the collection of seven of the Data Elements of the WIA Standard Record Data for Incumbent Workers (20 CFR 666 and 667.300(a)).**

This waiver reduces the data collection burden for businesses served under WIA-funded incumbent worker training programs. Under the waiver, the State does not collect the following WIASRD elements: single parent (704), unemployment compensation eligible status (401), low income (702), TANF (600), other public assistance (602), homeless individual and/or runaway youth (700), and offender (701). This waiver was utilized once during PY11 to assist a small business that was facing economic difficulties. Because of the waiver, the data collection was reduced, thereby making the program more attractive to the business owner. The training allowed the workers to avoid being laid off. The waiver was not utilized in PY14. This activity would advance the President's Job Driven elements.

**7. Waiver to allow the State of Rhode Island to Waive Credential / Certificate Attainment for Participants in the On-the-Job Training Program (20 CFR 666.100).**

This waiver allows the training program design to be more responsive to employer and employee needs as the training outline can be created for a specific industry, business or worksite. Eliminating the credential/certificate reporting requirement for those participating in the OJT program encourages its use and has had a positive impact on performance. This activity is directly related to the President's Job Driven agenda since employers determine the skills an individual position requires and actually deliver the training themselves. Both Local Areas reported using this waiver in PY14. This waiver is viewed favorably because it is responsive to employers without unfairly impacting credential performance outcomes.

**8. Waiver to Allow the State of Rhode Island to Increase Employer Reimbursement for the On-the-Job Training Program (WIA Section 101 (31)(B)).**

This waiver allows for the implementation of a sliding reimbursement scale, based on company size, for employers participating in the On-the-Job Training program. Small businesses are more willing to participate in the program due to the increased reimbursement. This activity does advance the President's Job Driven elements. Workforce Solutions of Providence Cranston made significant use of this waiver in its efforts to meet the needs of the employers in its workforce area.



**9. Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) to exempt the State from the Requirement to Conduct Evaluations.**

Because of the continued reduction in the Governor's Reserve Fund in PY14, it has become impossible to carry out all required activities. By eliminating the need to conduct evaluations, the state is able to use the funds to carry out those activities that are most directly related to the strategic implementation of the state's workforce development activities. Rhode Island did not conduct any WIA funded evaluations in PY14.

**10. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) to exempt the State from the Requirement to Provide Local Workforce Investment Areas with Incentive Grants.**

Because of the continued reduction in the Governor's Reserve Fund in PY14, it has become impossible to carry out all required activities. By eliminating the need to provide incentive grants, the state is able to use the funds to carry out those activities that are most directly related to the strategic implementation of the state's workforce development activities.

**11. Waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for incumbent worker training.**

This waiver was not utilized during PY14 due to the availability of state funding for this purpose. This activity would advance the President's Job Driven elements..

## **Customer Satisfaction Measures**

Rhode Island does not have an approved Common Measure waiver; therefore we continue to report against all 17 statutory measures, including Employer and Participant Customer Satisfaction.

In Program Year 2014, telephone surveys were used for data collection. The questions asked were designed to inquire as to how the participant or employer first learned about the services provided, the level of satisfaction and to determine if the services could be improved.

A total of 223 Participants completed the surveys, resulting in a response rate of 38.7% and an overall satisfaction rate of 81.56%.

A total of 710 Employers completed the surveys, resulting in a response rate of 38.4% and an overall satisfaction rate of 66.22%.

The results will be shared with the State's workforce development system in an effort to improve service quality. In addition, any suggestions made for improvement will be investigated for feasibility and possible implementation.



## Financials

Under RI General Law Section 42-102, the Governor's Workforce Board encompasses both the RI Human Resource Investment Council and the State Workforce Investment Board. Therefore, the board's activities are financed by two funding streams—the state's Job Development Fund (JDF) and the federal Workforce Investment Act (WIA).

The Job Development Fund is financed by a 0.21 percent assessment of employers' taxable payroll, and the

GWB receives 0.19 percent of these payments. JDF funds support pre-employment training, incumbent worker training, youth development programs, adult education, and other workforce development activities.

Federal WIA funds provide employment, training, literacy and vocational opportunities for those most in need. Each state's allocation is determined on a federal level and takes into consideration a number of local and national employment indicators.

### JDF/GWB Actual State FY15

<b>Total Fund Availability</b>	\$18,310,510
Cash Carry-In	\$4,372,928
Anticipated Collections	\$13,937,582
<b>Less:</b>	
DOR/Employer Tax Unit	\$711,175
DOA Centralizations	\$77,750
Facilities	\$48,637
Administrative and Overhead Costs	\$959,994
Grants and Awards	\$11,105,545
<b>Balance</b>	<b>\$5,407,409</b>
<b>Less:</b>	
Contractually Obligated Carry-Over (FY16)	\$3,496,435
Board Allocated Carry-Over (FY16)	\$1,824,829
<b>Balance</b>	<b>\$86,145</b>

### WIA Actual State FY15

<b>Disbursed Funding</b>	<b>\$11,808,339</b>
Rapid Response	\$1,122,054
Local WIB Funding	\$9,878,001
SWIO Set-Aside	
<i>Disbursals</i>	\$547,041
<i>Administration and Overhead</i>	\$261,243
<b>Disbursements/Expenditures by Program Type</b>	<b>\$11,808,339</b>
Adult	\$3,584,250
Youth	\$3,663,369
Dislocated Worker	\$4,560,720



## Governance

### *Governor's Workforce Board RI Members FY 2015 (as of 6/30/15)*

<b>Chair</b> Constance A. Howes, JD, FACHE	Executive Vice President for Women's Health, Care New England Health System
<b>Vice Chair</b> Stefan Pryor	Commerce Secretary, RI Commerce Corporation
Suzanna Alba	Director of Alumni Affairs and College Relations, RI College
Mario Bueno	Executive Director, Progreso Latino
Timothy L. Byrne	Business Manager, Local 51, United Association of Plumbers and Pipefitters
Channavy Chhay	Executive Director, Center for Southeast Asians
Robin Coia	Assistant Administrator, New England Laborer's Labor-Management Cooperation Trust
Monica Dzialo, M.Ed., CRC, QRC	Business Relations Supervisor, RI Department of Human Services/Office of Rehabilitation Services
John C. Gregory	President and Chief Executive Officer, Northern RI Chamber of Commerce
Mike Grey	Vice President of Operations, North East Region, Sodexo School Services
Scott Jenson	Director, RI Department of Labor and Training
Steve Kitchin	Vice President of Corporate Education and Training, New England Institute of Technology
Paul A. MacDonald	President, Providence Central Federated Council
Cheryl Merchant	President and Chief Executive Officer, Hope Global
George H. Nee	President, RI AFL-CIO
Nina Pande	Executive Director, Federal Hill House
Janet Raymond	Senior Vice President of Economic Development and Operations, Greater Providence Chamber of Commerce
Susan Rittscher	President and CEO, Center for Women and Enterprise
Bahjat Shariff	Vice President of Operations, Howley Bread Group
Martin R. Trueb	Senior Vice President and Treasurer, Hasbro
Ken Wagner	Commissioner, RI Department of Elementary and Secondary Education

#### **BOARD MEETINGS**

During Fiscal Year 2015 the Governor's Workforce Board held nine Board of Directors meetings. Minutes of Board meetings are available on the Governor's Workforce Board website, [www.gwb.ri.gov](http://www.gwb.ri.gov).

The website also includes a current schedule of Board meetings.



## ***Governor's Workforce Board Standing Committees***

### ***Executive Committee***

- Constance A. Howes, Chair
- Robin M. Coia
- Monica Dzialo
- Mike Grey
- Susan Rittscher
- Martin R. Trueb

### ***Strategic Investments and Evaluation Committee***

- Mike Grey, Chair
- Suzanna Alba
- Channavy Chhay
- Constance A. Howes
- Scott Jensen
- Cheryl Merchant
- George H. Nee
- Martin R. Trueb

### ***Adult Education and Literacy Committee***

- Susan Rittscher, Chair
- Suzanna Alba
- Mario Bueno
- Robin M. Coia
- Paul A. MacDonald
- George H. Nee
- Nina Pande

### ***Youth Development Committee***

- Robin M. Coia, Chair
- Timothy L. Byrne
- Scott Jensen
- Steve Kitchen
- Nina Pande
- Bahjat Shariff

### ***Employer Committee***

- Martin R. Trueb, Chair
- Monica Dzialo
- John Gregory
- Mike Grey
- Constance A. Howes
- Janet Raymond

### Workforce Partnership of Greater RI Board Members PY 2014

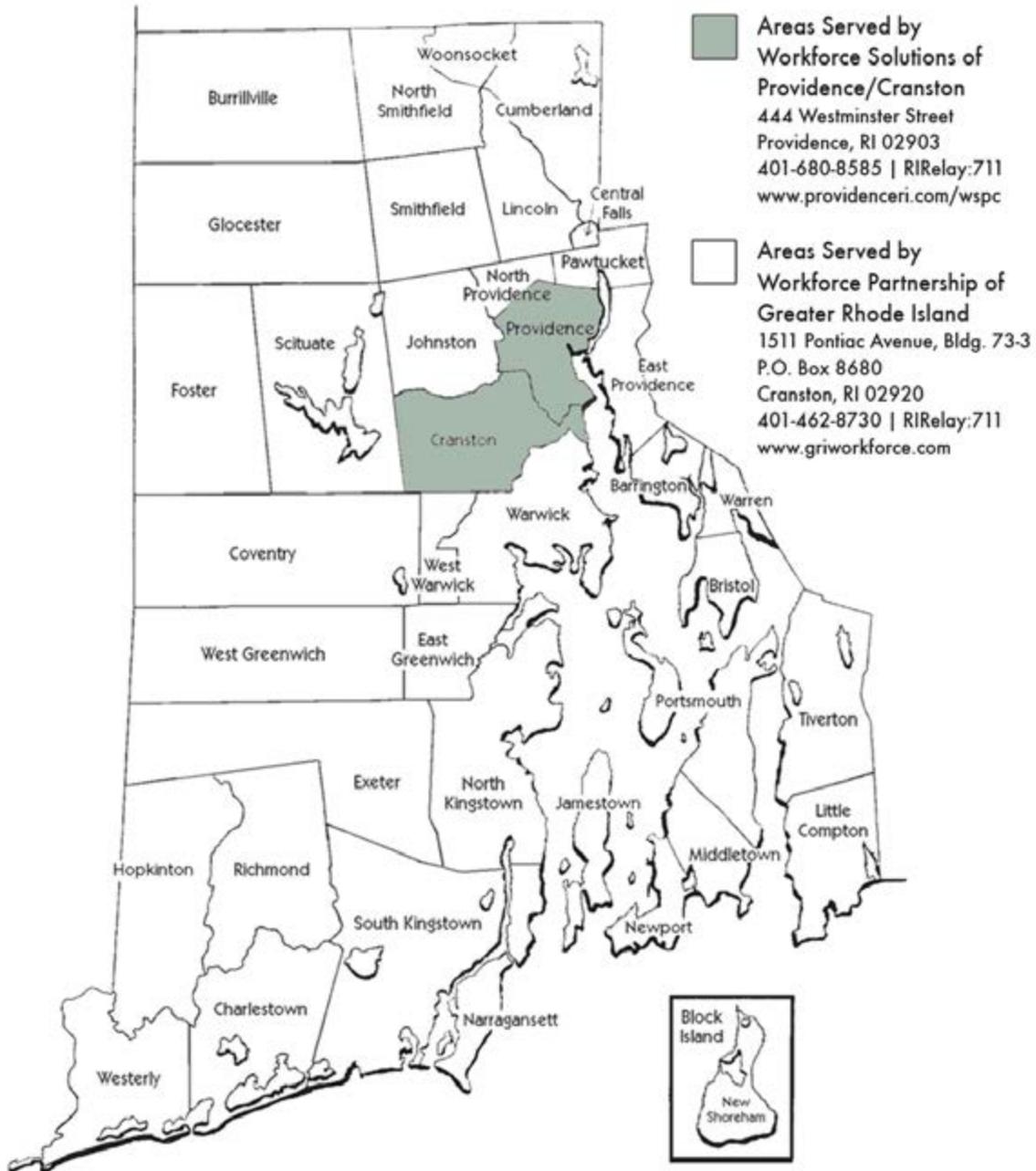
<b>Chair</b> Steven H. Kitchin	Vice President, Corporate Education and Training, New England Institute of Technology
<b>Vice Chair</b> Paul L. Ouellette	Senior Vice President, Community Development and Workforce Training, Northern RI Chamber of Commerce
<b>Treasurer</b> Lauren Slocum	President/CEO, Central RI Chamber of Commerce
<b>Secretary</b> Robin Ann Smith	Associate Vice President, Center for Workforce and Community Education, Community College of RI
Deborah Anthes	Assistant Administrator, RI Department of Human Services
Kevin Bettencourt	Manager, Human Resources, Interplex Engineered Products
Vanessa Cooley	Administrator, Statewide Career and Technical Education, RI Department of Education
Bob Cooper	Executive Secretary, Governor's Commission on Disabilities
Joseph DeSantis	Chief Executive Officer, South County Community Action Chief Executive Officer, Tri-Town Community Action
Thomas Fay, Esq.	Attorney, Kirshenbaum and Kirshenbaum
Victoria Galliard-Garrick	Director, Davies Career and Technical High School
Scott Greco	Chief, Employment and Training Programs, RI Department of Labor and Training
Kathleen Grygiel	Deputy Administrator, RI Office of Rehabilitative Services
Paul Harden	Business and Workforce Development Manager, RI Economic Development Corporation
Thomas Hughes	President, St. Joseph Health Services
Karen Jedson	Director, Warwick Department of Tourism, Culture and Development
Roger LaFlamme	President, White Flame, LLC
Robert Langlais	Assistant Director of Income Support, RI Department Labor and Training
Mark A. Mancinho	Political and Legislative Director, RI AFL-CIO
Dorothy Mattiello	Vice President of Human Resources, Hope Global
Jason Menard	Director, Exeter Job Corp
Gail Patry	Senior Director of Quality Programs, Healthcentric Advisors
Dean Patterson	Vice President of Information Technology, AAA Southern New England
Raymond Pingitore	Director of Members Assistance Program, Teamsters Local 251
Jennifer Rossi-Stephens	Director, Income and Community Grants Management/Community Investments, United Way of RI
Scott Seaback	President, RI Temps, Inc.
Lauren Slocum	President/CEO, Central R Chamber of Commerce
Jason Vlaun	Manager, Human Resources, General Dynamics/Electric Boat
Darrell Waldron	Executive Director, RI Indian Council
James White	Veteran's Services Coordinator, RI Department of Labor and Training
Paul G. Wielgus	Executive Vice President and Chief Credit Officer, Coastway Community Bank

### Workforce Solutions of Providence/Cranston Board Members PY 2014

<b>Chair</b> Janet Raymond	Senior Vice President, Greater Providence Chamber of Commerce
<b>Secretary</b> Robin Ann Smith	Associate Vice President, Center for Workforce and Community Education, Community College of RI
Marc Amato	Chief Operating Officer, WALCO
Victor Barros	Urban Development Manager, RI Economic Development Corporation
Keri Borba	Director of Employee Learning and Development, AAA Southern New England
Steven Boyle	President, Greater Cranston Chamber of Commerce
Robert Cagnetta	President, Heritage Restoration, Inc.
Courtney Cannata	Human Resources Manager, Gilbane Building Co.
Vanessa Cooley	Coordinator, Career and Technical Education, RI Department of Education
Kimberly Cordeiro	Human Resources Manager, Cadence, Inc.
Robert Delaney	Executive Director, Institute for Labor and Studies Research
Alexis Devine	Youth Development Coordinator, Lifespan
Sorrel Devine	Director of Resident Services, Providence Housing Authority
Carmen R. Diaz-Jusino	Program Director, Center for Women and Enterprise
Lawrence DiBoni	Director of Economic Development, City of Cranston
Joseph DiPina	Chief of Administration, Providence School Department
Monica Dzialo	Workforce Development Supervisor, RI Office of Rehabilitation Services
Kenneth J. Filarski	Principal and Founder, FILARSKI/Architecture, Planning and Research
Hy Goldman	Manager, Greylawn Food, Inc.
Jody A. Jencks	Director, Care New England
Lisa Johnson	Director of Human Resources, Marriott Providence
Donna Kimmel	Senior Vice President of Human Resources, GTECH S.P.A.
Tim Kinnaman	Owner, TC Kinnaman Welding Solutions
Rick Laferriere	Manager, Workforce Initiatives, CVS/Caremark
Robert Langlais	Assistant Director of Income Support, RI Department of Labor and Training
Dr. Philip Less	Director, Adult Basic Education, RI Department of Education
Jeffery Machado	Chief Executive Officer, Goodwill Industries
Joanne McGunagle	Executive Director, Comprehensive Community Action
Jason Menard	Center Director, Exeter Job Corps Academy
Karen L. Paolucci	Human Resources Manager, Yushin America, Inc.
Debra Quinn	State Workforce Readiness Director, Society of Human Resource Management
Hector Rivera	Chief, Employment and Training Programs, RI Department of Labor and Training
Hillary Salmons	Executive Director, Providence After School Alliance
Raymond B. Sepe	President, Electro Standards Laboratory, Inc.
Kathie Shields	Executive Director, TECH Collective
Heather Singleton	Senior Vice President of Education, RI Hospitality Education Foundation
Craig Sipe	Manager of Human Resources, General Dynamics/Electric Boat
Michael Traficante	Director of Governmental Affairs, New England Laborers Union
Darrell Waldron	Executive Director, Rhode Island Indian Council
James White	Veteran's Services Coordinator, RI Department of Labor and Training



# Workforce Investment Areas



Both workforce boards are led by the Governor's Workforce Board RI  
1511 Pontiac Avenue, Bldg. 72-2  
Cranston, RI 02920  
401-462-8714 | RIRelay:711  
www.gwb.ri.gov

Oversight, monitoring and policy are provided by the State Workforce Investment Office  
1511 Pontiac Avenue, Bldg. 72-3  
P.O. Box 20157, Cranston, RI 02920  
401-462-8780 | RIRelay:711  
www.dlt.ri.gov/WIO



## SWIO Performance Charts for PY 2014

### WIA Financial Statement PY 2014

Total Funds All Sources	Available	Expended	Balance Remaining
Total Funds All Sources	\$17,002,040	\$11,808,339	\$5,193,701
Adult Program Funds PY14/FY15	\$2,653,222	\$1,893,153	\$760,069
<i>Carry-in Monies</i>	\$1,214,640	\$1,214,640	\$0
Dislocated Worker Program Funds PY14/FY15	\$2,893,528	\$1,470,228	\$1,423,300
<i>Carry-in Monies</i>	\$1,400,259	\$1,400,259	\$0
Youth Program Funds PY14	\$3,073,957	\$2,067,033	\$1,006,924
<i>Carry-in Monies</i>	\$1,038,438	\$1,038,438	\$0
Local Administration Funds PY14/FY15	\$957,858	\$0	\$957,858
<i>Carry-in Monies</i>	\$799,084	\$794,250	\$4,834
Rapid Response Funds PY14/FY15	\$1,213,221	\$647,200	\$566,021
<i>Carry-in Monies</i>	\$474,854	\$474,854	\$0
Statewide Activity Funds PY14/FY15	\$1,034,829	\$560,134	\$474,695
<i>Carry-in Monies</i>	\$248,150	\$248,150	\$0
<b>Cost-Effectiveness</b>			
Average Cost Per Participant, All Programs		\$3,705	
Adult Programs (per participant)		\$3,865	
Dislocated Worker Programs (per participant)		\$3,044	
Youth Programs (per participant)		\$4,405	

### Time Periods Reported PY 2014

Reporting Item	Dates
Total Participants	July 1, 2014 to June 30, 2015
Total Exiters	April 1, 2014 to March 31, 2015
Customer Satisfaction	January 1, 2014 to December 31, 2014
Entered Employment and Credential Rates	October 1, 2013 to September 30, 2014
Retention and Earnings Rates	April 1, 2013 to March 31, 2014
Diploma/Equivalent and Skill Attainment Rates	April 1, 2014 to March 31, 2015



*All required elements are reported uniformly so that a state-by-state comparison can be made.*

**Table A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level: American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	80%	81.56%	223	576	576	38.7%
Employers	77%	66.22%	710	3,285	1,849	38.4%

**Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	81.0%	79.2%	279
			375
Employment Retention Rate	89.0%	90.6%	318
			351
Six-Months Average Earnings Rate	\$12,000	\$13,616	\$3,975,995
			292
Employment and Credential Rate	68.0%	55.3%	110
			199

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services	Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	72.3%	60	10	2	36	66.7%	36
		83	14	6	54		
Employment Retention Rate	86.7%	52	7	3	49	96.1%	49
		60	11	3	51		
Six-Months Average Earnings Rate	\$10,817	\$508,404	\$99,905	\$29,431	\$649,113	\$13,811	\$649,113
		47	6	3	47		
Employment and Credential Rate	55.2%	37	5	2	11	55.0%	11
		67	11	3	20		

**Table D - Outcome Information by Service Level for the Adult Program**

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	90.6%	58	74.5%	108	78.9%	131
		64		145		166
Employment Retention Rate	89.8%	88	89.3%	108	92.4%	122
		98		121		132
Six-Months Average Earnings Rate	\$11,549	\$958,563	\$14,470	\$1,418,049	\$14,409	\$1,599,383
		83		98		111

**Table E - Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	82.0%	84.5%	458
			542
Employment Retention Rate	92.0%	94.1%	411
			437
Six-Months Average Earnings Rate	\$17,000	\$17,048	\$6,546,603
			384
Employment and Credential Rate	72.0%	65.8%	196
			298

**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	82.9%	34	80.0%	4	74.6%	91	50.0%	1
		41		5		122		2
Employment Retention Rate	95.5%	21	100.0%	6	95.4%	82	0.0%	0
		22		6		86		0
Six-Months Average Earnings Rate	\$19,914	\$378,364	\$19,099	\$95,495	\$16,186	\$1,181,569	\$0	\$0
		19		5		73		0
Employment and Credential Rate	63.6%	14	100.0%	2	73.6%	39	0.0%	0
		22		2		53		0



**Table G - Outcome Information by Service Level for the Dislocated Worker Program**

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	87.0%	60	75.7%	137	89.4%	261
		69		181		292
Employment Retention Rate	94.3%	66	93.1%	134	94.6%	211
		70		144		223
Six-Months Average Earnings Rate	\$13,832	\$829,899	\$19,176	\$2,416,208	\$16,669	\$3,300,495
		60		126		198

**Table H.1 - Youth (aged 14-21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0%	49.5%	183
			370
Attainment of Degree or Certificate	0.0%	36.8%	134
			364
Literacy and Numeracy Gains	0.0%	46.5%	107
			230

**Table H.1.A - Outcomes for Youth (aged 14-21) Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Placement in Employment or Education	48.5%	128	0.0%	0	46.7%	7	65.2%	137
		264		0		15		210
Attainment of Degree or Certificate	30.8%	78	0.0%	0	33.3%	6	62.5%	125
		253		0		18		200
Literacy and Numeracy Gains	50.4%	60	0.0%	0	25.0%	2	46.5%	107
		119		0		8		230

**Table H.2 - Older Youth (aged 19-21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72.1%	75.9%	82
			108
Employment Retention Rate	79.0%	93.8%	75
			80
Six-Months Average Earnings Rate	\$3,000	\$4,332	\$303,245
			70
Employment and Credential Rate	51.5%	42.2%	51
			121

**Table I - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
Entered Employment Rate	77.1%	47	0.0%	0	100.0%	2	76.4%	81
		61		0		2		106
Employment Retention Rate	97.3%	36	0.0%	0	100.0%	1	93.8%	75
		37		0		1		80
Six-Months Average Earnings Rate	\$4,296	\$141,777	\$0	\$0	\$0	\$0	\$4,332	\$303,245
		33		0		0		70
Employment and Credential Rate	41.5%	27	0.0%	0	50.0%	1	42.9%	51
		65		0		2		119

**Table J - Younger Youth (aged 14-18) Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	96.8%	99.3%	395
			398
Diploma or Equivalent Attainment Rate	70.0%	43.4%	36
			83
Retention Rate	68.0%	63.7%	100
			157

**Table K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	99.3%	296	100.0%	24	97.8%	135
		298		24		138
Diploma or Equivalent Attainment Rate	40.4%	23	100.0%	4	41.6%	32
		57		4		77
Retention Rate	62.1%	77	100.0%	4	64.2%	97
		124		4		151

**Table L - Other Reported Information**

Reported Information	12-Month Employment Retention Rate	12-Month Earning Increase (Adults and Older Youth) or 12-Month Earning Replacement (Dislocated Workers)	Placements for Participants in Non-Traditional Employment	Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment	Entry into Unsubsidized Employment Related to Training Received by Those Who Completed Training Services
Adults	88.7%	282	\$1,516,590	21	\$1,753,358
		318	288	297	272
Dislocated Workers	93.0%	466	\$7,036,840	33	\$3,261,311
		501	\$6,350,980	458	438
Older Youths	94.9%	75	\$310,042	8	\$197,839
		79	64	82	77

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exitters
<b>Total Adult Customers</b>	18,052	14,497
Total Adult, Self-Service Only	16,342	13,463
WIA Adult	17,146	13,952
WIA Dislocated Worker	943	576
<b>Total Youth (14-21)</b>	705	413
Younger Youth (14-18)	393	260
Older Youth (19-21)	312	153
Out-of-School Youth	492	252
In-School Youth	213	161

**Table N - Cost of Program Activities**

Program Activity	Total Federal Spending	
Local Adults	\$3,107,793	
Local Dislocated Workers	\$2,870,487	
Local Youth	\$3,105,471	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$1,122,054	
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	\$808,284	
	<b>Program Activity Description</b>	
Statewide Allowable Activities WIA Section 134(a)(3)	RKM Associates	\$33,635 (non-add)
	Miscellaneous	\$513,406 (non-add)
	Total Statewide Allowable Activities	\$547,041 (non-add)
<b>Total of All Federal Spending Listed Above</b>	<b>\$11,014,089</b>	

**Table O - Local Performance**

Local Area Name: Workforce Partnership of Greater Rhode Island	Total Participants Served	Adults	13,194
		Dislocated Workers	549
		Older Youth (19-21)	221
		Younger Youth (14-18)	248
ETA Assigned #: 44020	Total Exiters	Adults	11,455
		Dislocated Workers	329
		Older Youth (19-21)	99
		Younger Youth (14-18)	148

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0%	81.0%
	Employers	77.0%	66.0%
Entered Employment Rates	Adults	81.0%	76.0%
	Dislocated Workers	82.0%	84.0%
	Older Youth	72.1%	69.0%
Retention Rates	Adults	89.0%	92.0%
	Dislocated Workers	92.0%	95.0%
	Older Youth	79.0%	97.0%
	Younger Youth	68.0%	62.0%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$12,000	\$14,832
	Dislocated Workers	\$17,000	\$17,777
	Older Youth	\$3,000	\$5,206
Credential/Diploma Rates	Adults	68.0%	50.0%
	Dislocated Workers	72.0%	65.0%
	Older Youth	51.5%	34.0%
	Younger Youth	70.0%	30.0%
Skill Attainment Rate	Younger Youth	96.8%	98.0%
Placement in Employment or Education	Youth (14-21)	0.0%	54.0%
Attainment of Degree or Certificate	Youth (14-21)	0.0%	46.0%
Literacy or Numeracy Gains	Youth (14-21)	0.0%	49.0%

**Overall Status of Local Performance**

o Not Met    ● Met    o Exceeded

**Table O - Local Performance**

Local Area Name: Workforce Solutions of Providence/Cranston	Total Participants Served	Adults	3,952
		Dislocated Workers	394
		Older Youth (19-21)	91
		Younger Youth (14-18)	145
ETA Assigned #: 44005	Total Exiters	Adults	2,497
		Dislocated Workers	247
		Older Youth (19-21)	54
		Younger Youth (14-18)	112

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	80.0%	77.0%
	Employers	77.0%	78.0%
Entered Employment Rates	Adults	81.0%	87.0%
	Dislocated Workers	82.0%	86.0%
	Older Youth	72.1%	91.0%
Retention Rates	Adults	89.0%	89.0%
	Dislocated Workers	92.0%	92.0%
	Older Youth	79.0%	90.0%
	Younger Youth	68.0%	67.0%
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$12,000	\$11,210
	Dislocated Workers	\$17,000	\$14,367
	Older Youth	\$3,000	\$3,407
Credential/Diploma Rates	Adults	68.0%	71.0%
	Dislocated Workers	72.0%	68.0%
	Older Youth	51.5%	59.0%
	Younger Youth	70.0%	73.0%
Skill Attainment Rate	Younger Youth	96.8%	100.0%
Placement in Employment or Education	Youth (14-21)	0.0%	44.0%
Attainment of Degree or Certificate	Youth (14-21)	0.0%	27.0%
Literacy or Numeracy Gains	Youth (14-21)	0.0%	40.0%

**Overall Status of Local Performance**

o Not Met    ● Met    o Exceeded

**Table P - Veteran Priority of Service Program Results**

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	614	N/A
Covered Entrants Who Received a Service During Entry Period	609	99.2%
Covered Entrants Who Received Staff-Assisted Service During Entry Period	76	12.4%

**Table Q - Veteran's Outcomes by Special Populations**

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans Who Received Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	73.3%	11	69.2%	9	100.0%	1
		15		13		1
Employment Retention Rate	87.5%	7	87.5%	7	0.0%	0
		8		8		0
Six-Months Average Earnings Rate	\$17,830	\$124,812	\$17,830	\$124,812	\$0	\$0
		7		7		0



## Appendix A: Employer Partners FY15 alphabetically, by program

### Adult Education

AAA  
 Advantage Glass  
 Arnold Lumber  
 AS220  
 Balise  
 Bayada  
 Beautiful Beginnings  
 Best Western Hotel  
 Big Lots Warwick  
 Big Nazo Puppets  
 Burlington Coat Factory  
 Calise Bakery  
 Capital City Community Center  
 Capital Grille  
 Care New England  
 CAV  
 Cedar Crest Nursing Center  
 Center for Women & Enterprise  
 Charlesgate Nursing Center  
 Charlesgate Senior Living  
 Chelo's  
 Cherry Hill Manor  
 Residence Inn Marriott  
 Cherry Hill Nursing Center  
 Children's Friend  
 Chilis  
 Christopher Dodge Bed and Breakfast  
 Cinema World  
 Citizens Bank  
 City Arts  
 City of Pawtucket  
 Coastal Medical  
 Coastway Community Bank  
 Comfort Inn  
 Cookie Place  
 Courtyard by Marriott  
 Crossroads  
 Crowne Plaza  
 CVS  
 Debbie's Staffing  
 Dimeo  
 Dolce Vita  
 Downtown Providence Parks  
     Conservancy  
 East Gate Nursing Home  
 Economic Progress Institute  
 Eden Park Cleaners  
 Edesia Global Nutrition Solutions  
 Electric Boat  
 Elmwood Adult Day Center  
 Elmwood Textiles  
 Exactstaff  
 Extreme Cuts Family Service  
 Falvey Linen  
 FGX International  
 Fogarty Center  
 General Dynamics Electric Boat  
 Gregg's Restaurant  
 Greysmith  
 Habitat for Humanity  
 Hallworth House  
 Hampton Inn & Suites  
 Hasbro Children's Hospital  
 Highlander  
 Hilton Garden Hotel  
 Homefront Healthcare  
 Homestead Bakery  
 Hope Global Manufacturing  
 Hope Webbing  
 Hotel Viking  
 Hyatt Regency Newport  
 Inspiring Minds  
 International Charter School  
 Jobs in RI  
 Khadarlis  
 L & B Foods  
 La Quinta  
 Legal Sea Food  
 Licht Properties  
 Lifespan  
 LJ's Barbecue  
 Lola Fashion Boutique  
 Lopco Contracting  
 Lowe's  
 Marriott Hotel  
 Marriott Providence  
 Martin's Maintenance  
 McCormick and Schmicks  
 Mediterraneo  
 Mount Pleasant Hardware  
 Neighborhood Health Plan  
 Newport Harbor Hotel  
 Northeastern Landscaping  
 Nursing Placement  
 Oakhill Nursing and Health Center  
 Ocean State Job Lot  
 Omni Hotel  
 Orchard View Manor  
 PASA/the Hub  
 Pawtucket Credit Union  
 PC Libraries  
 PetCo  
 Pierce Manor  
 Pocasset Bay Retirement Living  
 Popeye Chicken  
 Providence Biltmore  
 Providence Children's Museum  
 Providence Community Health Center  
 Providence En Español  
 Providence Housing Authority  
 Providence Public Library  
 Re-Focus  
 Renaissance Hotel  
 Rhode Island Builders Association  
 Rhode Island Hospital  
 Rhode Island Parent Info Network  
 RI Hospital Gift Store  
 RIPTA  
 Roger Williams Day Care  
 Saccoccio & Associates Architects  
 Savers  
 Sedna  
 Seven Hills RI  
 Silver Lake Community Center  
 Smith Hill Early Childhood Cntr  
 South Providence Library  
 South Providence Neighborhood  
     Ministries  
 South Street Café  
 Standard Parking  
 Steere House Nursing Center  
 Sushi Express  
 TJ Maxx  
 To Life Adult Day Center  
 Toys r Us  
 Training through Placement  
 Travelers  
 Twin River  
 US Temp Agency  
 UNITE-HERE Local 217  
 University Of Rhode Island  
 VIPS Inspiring Minds  
 Visiting Angels  
 Walmart  
 Waterfire Providence  
 West Bay Retirement Living  
 Wexford Laboratories  
 Whittet-Higgins Company  
 Woonasquatucket River Watershed  
     Council  
 Workers Mania



### ***GWB Employer Advisory Group***

AAA Southern New England  
AGI Construction  
Atrion Networking Corporation  
ATW Companies  
Bristol Marine  
Butler & Messier Insurance  
CCRS  
Chronomatic Inc.  
Dimeo Construction  
Fidelity Investments  
Gem Mechanical Services, Inc.  
General Dynamics-Electric Boat  
Gilbane Co.  
Groov-Pin Corporation  
Guill Tool & Engineering Company  
Hayward  
Interplex Industries, Inc.  
Netsense, a division of Innovex  
Providence Granola Project  
Psychological Centers  
Siena Restaurant  
St. Clare Home  
Taco, Inc.  
TC Kinnaman Welding Solutions  
TCP Learning  
Technic, Inc.  
The Brickle Group  
Thielsch Engineering  
Toray Plastics (America), Inc.  
West View Nursing  
Whittet-Higgins  
Yardney Technical Products  
Yushin America, Inc.

### ***Express Grants***

Abacus Health  
American Development Institute LLC  
Atlantic Paper & Twine  
Auto Valet, Inc.  
Biomedical Structures, LLC  
Blow Molded Specialties, Inc.  
Calise & Sons Bakery, Inc.  
Centreville Savings Bank  
Collette Travel Services, Inc.  
Dimeo Construction Company  
DiPrete Engineering  
East Bay Manufacturers  
EBS Econotel Business Systems, Inc.  
Elite Physical Therapy, Inc.  
Embolden Design, Inc.

Enow, Inc.  
Envision Technology Advisors, LLC  
GA Schackner  
Gencorp Insurance Group, Inc.  
Goetz Composites  
Goodwill-Bradley, Inc.  
Hall Inc.  
Herrick & White, Ltd.  
Hickley Yacht Services  
Hope Nursing Home Care  
Hope Valley Industries  
Interplex Engineered Products  
IYRS School of Technology & Trades  
JH Communications  
Journey to Hope, Health and Healing  
Leedon Webbing Co., Inc.  
LFI, Inc.  
Meister Abrasives USA, Inc.  
Milestone Dental Care, Inc.  
Modular Thermal Technologies  
MVW Slatersville, LLC  
Nakowicz Financial Services, Inc.  
National Laminating, Inc.  
North Atlantic Distribution  
North Star Marketing Inc.  
Ocean State Job Lot  
Oliver Hazard Perry Rhode Island  
Polaris MEP  
Portsmouth Veterinary Clinic  
Quantum Newport  
Quick Fitting, Inc.  
Rhode Island Community Food Bank  
Rhode Island Telephone, Inc.  
RI Carbide Tool Company  
RI Marine Trades Association  
Rock Spot Climbing  
Roger Wilkie Jr. Builder Inc.  
Roger Williams Park Zoo  
Ronstan International Inc.  
Saccoccio & Associates  
Sansiveri, Kimball & Company, LLP  
SES America, Inc  
Shannon Motors  
Silver Lake Community Center, Inc.  
Spectrum Thermal Processing  
Stolberger Inc., DBA Wardwell Braiding  
SyNet, Inc.  
Tanury Industries  
Taylor Box Company  
The InSCO Group  
The PSO Advisory LLC

The Washington Trust Company  
The Watch Hill Boat Yard  
Toray Plastics (America), Inc.  
Vishay Electro Films  
Visiting Nurse Services of Newport and  
Bristol

### ***Incumbent Worker Training Grants***

AAA Southern New England  
Admiral Packaging, Inc.  
Ahlers Design  
Aidance Skincare  
American Ecotech  
American Systems Corporation  
Amos House  
Atrion Networking SMB, LLC  
Banneker Industries, Inc.  
Barrington Print & Copy  
Bottling Group, LLC  
Bouckaert Industrial Textiles  
Bridge Technical Talents  
Calise & Sons Bakery, Inc.  
Carjon Air Conditioning and Heating  
Carousel Industries of North America  
Center for Women & Enterprise  
Child and Family Services of Newport  
Child Care Consultants and Facilities  
Concordia Manufacturing, LLC  
Décor Craft, Inc.  
Dimeo Construction Company  
DiSanto, Priest & Co.  
Dominion Diagnostics, LLC  
Edesia  
Electric Boat Corporation  
Electro Standards Laboratories  
Elite Physical Therapy, Inc.  
Epoch Sleep Centers, LLC  
FAF, Inc.  
Federal Electronics  
Fielding Manufacturing  
Flock Tex, Inc.  
Gem Mechanical Services, Inc.  
Gem Plumbing & Heating, Inc.  
Global View Communications, Inc.  
Guill Tool and Engineering Co., Inc.  
Herrick & White, Ltd.  
Hodges Badge Company, Inc.  
Home Instead Senior Care of RI  
Hope Global  
Hyman Brickle & Son, Inc.



International Packaging Corporation  
Interplex Engineered Products  
Konica Minolta Business Solutions  
USA Inc.  
Liberty Cedar, Inc.  
LOPCO Contracting Inc.  
Lumetta  
Materion Technical Materials  
Maxson Automatic Machinery Company  
Medport, LLC  
Narragansett Bay Insurance Company  
National Marker Company  
NetCenergy, LLC  
The Town Dock  
PACE Organization of Rhode Island  
Pezzucio Construction, Inc.  
Precision Turned Components  
Preventure  
Rhodes Pharmaceuticals, LP  
RI Carbide Tool Company  
Rite-Solutions, Inc.  
Rolling Frito-Lay Sales, LP  
Sansiveri, Kimball & Company, LLP  
SEA CORP  
Stephen Turner, Inc.  
Swissline Precision Manufacturing  
Taco, Inc.  
TechComm Partners, Inc.  
Technic, Inc.  
The Children's Workshop, Inc.  
Toray Plastics (America), Inc.  
TribalVision, LLC  
Tunstall  
Twin River Casino  
VR Industries  
Whittet-Higgins Company  
Wood River Health Services  
XIMEDICA  
Yushin America, Inc.

### Industry Partnerships

#### Construction

Associated General Contractors  
Brown University  
Build RI  
Cardi Corporation  
Dimeo Construction  
Equality Construction  
Gilbane Building Company  
H. Carr and Sons, Inc.  
Shawmut Design and Construction

#### Bioscience

Alexion Pharmaceuticals  
Amgen  
Community College of RI  
Constellation Energy  
Daval, Inc./C.R. Bard  
Epivax  
NABsys  
Narragansett Bay Commission  
Neurotech USA  
RI Department of Health  
RI EPSCoR  
RI STEM Center at RI College  
Rhodes Technologies  
Rhodes Pharmaceuticals, LP  
Skills USA RI  
Tedor Pharma  
University of Rhode Island  
Warwick Sewer Authority  
Ximedica

#### Defense

A2B Tracking  
AAA Alarms and Fire Protection  
Alion  
American Ecotech  
American Systems  
Applied Radar  
ASA Science  
BAE Systems  
Balfour Beatty  
Banneker  
Baystate Financial  
Booz Allen Hamilton  
Boston Engineering  
Bridge Tech Talent  
BTP systems  
CACI  
Capewell  
CT Center for Advanced Technology  
DDL Omni  
Eagle Electric  
EaglePicher LLC., Yardney Division  
Edwards Wildmann  
Electro Standards Laboratories  
Engineering Services Network  
Epsilon Systems Solutions  
Evans Capacitor Company  
Federal Electronics  
Gateway Ventures  
GD-Electric Boat  
GD-Information Technology

GD-Mission Systems  
Guill Tool  
HCH Enterprises  
ICI Services  
Kahn Litwin  
KMS Solutions  
L-3  
Lockheed Martin  
Malcom Technologies  
Massa Products  
Mayforth Group  
McLaughlin Research Corp  
Meller Optics  
MIKEL  
Moog - Science and Defense  
Navatek  
Newport Chamber of Commerce  
NGG Services  
Northrup Grummen  
P3I  
Paratronix  
Pell Center for International Relations  
and Public Policy  
Progeny  
Prometheus, Inc.  
Propel, LLC  
Purvis  
Quantech Services  
Raytheon BBN  
Raytheon IDS  
RDSI  
Rite-Solutions  
SAIC  
Salve Regina - Business Outreach  
SEA Corp  
Small Business Administration - RI  
Sonalysts  
System Resource Management  
URS  
Veterans Assembled Electronics  
VR Industries

#### Hospitality

Andino's Italian Restaurant  
Angelo's Palace Pizza  
Asia Grille  
Best Western Airport Inn  
Billy's Restaurant  
Bistro 22  
Blue on the Water  
Bonefish Grill

continued

*Hospitality, continued*

Brick Alley Pub & Restaurant  
Burrito Company  
Café Nuovo  
Chapel Grille  
Chelo's Restaurants  
Chez Pascal  
Chomp Kitchen & Drinks  
Chow Fun Food Group  
Christopher & Regan Insurance  
Circe  
Coast to Coast Promotional Products  
Comfort Inn (Warwick/Proccaccianti)  
Courtyard by Marriott  
Cracker Barrel Old Country Store  
Davenport's Bar & Grill  
DeWolf Tavern  
Discover Newport  
Ecolab  
Employment 2000  
Ernie's Old Harbor Restaurant  
Forty 1 Degrees North  
George's of Galilee  
Gracie's  
Providence Chamber of Commerce  
Greenwood Inn  
Gregg's Restaurants & Pub  
Hammerhead Grill  
Hampton Inn & Suites  
(Providence-Warwick Airport)  
Harbor Lights Country Club  
Haruki Cranston- Kibe  
Hemenway's Seafood Restaurant  
Hibi Shabu Shabu  
Hilton Garden Inn  
Hilton Providence  
Hope and Main Incubator Kitchen  
Hotel Providence  
Hyatt Regency Newport  
Iron Works Tavern  
Johnson & Wales University  
Judd Brown Designs and Jefferson  
Group Architects  
Kahn, Litwin, Renza & Co., Ltd.  
Kizirian Photography  
LaQuinta Inns & Suites  
LAZ Parking/Ultimate Hospitality  
Lodge Pub and Eatery  
Lombardi's 1025 Catering and Take Out  
Marriott Newport Hotels  
Martiesian & Associates  
McGrath Clambakes

Meritage  
Mill Street Inn  
Mills' Tavern  
MS Walker  
Newport Harbor Corporation  
Newport Harbor Hotel  
Newport Preservation Society  
Oak Hill Tavern  
Ocean State Sandwich Company  
OceanCliff Hotel  
Omni Providence Hotel  
Packaging and More  
Pamfilio's Ristorante & Catering  
Pane E Vino Ristorante & Enoteca  
Panera Bread  
Pizzico East Bay  
Point Street Dueling Pianos  
Portofino Bar & Grille  
Pranzi Catering & Events  
Preservation Society of Newport  
Professional School of Bartending  
Providence Biltmore Hotel  
Providence Marriott Downtown  
Providence Performing Arts Center  
Red Stripe  
Regan Communications  
Renaissance Providence  
Downtown Hotel  
Residence Inn by Marriott  
Rhode Island Tourism Division  
Rhody Joe's  
RI Airport Corporation/T.F. Green  
Russell Morin Fine Catering  
Sakonnet Golf Club  
Scales & Shells Restaurant and Raw Bar  
Shelter Harbor Golf Club  
Sheraton Providence Airport Hotel  
Siena Restaurants  
Snap Chef  
Spring House Hotel  
Spumoni's Italian Seafood Restaurant  
Subway Development Group  
Sysco Boston  
The Company Picnic Co.  
The Hotel Viking  
The Lodge Pub & Eatery  
The National Hotel  
The Ocean House  
The Village Inn Hotel & Conference  
Center  
Top of the Bay  
T's Restaurants

Twin River Casino  
US Foods  
Vanderbilt Grace  
West River Café  
Woonsocket Motor Inn  
Wyndham Garden Providence  
Yellow Kittens

*Information Technology*

AAA Northeast  
AGI Construction, Inc.  
Ahlers Design  
AIPSO  
Amica Mutual Insurance  
Atrion Networking Corporation  
Atrion SMB  
Beacon Mutual Insurance  
Bishop Keough High School  
Brave River Solutions  
Bridge Technical Talent  
Bryant University Economic Dev. Center  
Care New England  
Community College of RI  
Computer Associates, Inc.  
Constellation Energy  
Corporate Colleague Connections  
Custom Computer Specialists  
Dassault Systèmes Simulia  
DMacVoice & Media  
Duffy Sweeney  
East Greenwich Chamber of Commerce  
Echo Messaging  
Electric Boat  
Ella J. Designs  
Envision Technology Advisors  
FM Global  
Family Services of RI  
Fidelity  
Junior Achievement of RI  
IBM  
IGT (GTECH)  
Innovex  
Intersystems  
KPMG, LLC  
Lighthouse Computer Services  
Lincoln Appraisal Group  
NAIL  
National Aeronautics and Space  
Administration  
Naval Undersea Warfare Center  
NetCenergy  
New England Institute of Technology



Ocean Exploration Trust  
OSHEAN  
Oversee Yachts, Inc.  
Precision Design Studios  
Providence Mutual  
Providence Plan  
Raytheon  
Rhode Island College  
RI Foundation  
RI Museum of Science and Art  
RI State House – Legislative Services  
Roger Williams University  
Scandia Consulting, Inc.  
Secure Future Tech Solutions  
Smart Management  
Starpoint Solutions  
STEM Center at RI College  
Swipely  
T.F. Green Airport  
The Groden Center  
United States Navy  
University of Rhode Island  
Verizon Wireless

### **Manufacturing**

A. T. Wall  
ChemArt  
Electric Boat  
Guill Tool  
Hexagon Metrology  
Materion  
Nordson EFD  
Raytheon  
TACO  
Taylor Box  
The Brickle Group  
Toray Plastics America, Inc.  
WALCO  
Yushin America

### **Marine Trades**

Bristol Marine  
Clean Bays  
Clear Carbon and Components  
Conanicut Marine  
Goetz Composites  
Hall Spars  
Hinckley Yachts  
Hunt Yachts  
Laser Performance  
Maritime Solutions  
New England Boatworks  
Newport Shipyard

Old Port Marine  
Pirate Cove Marina  
Quantum Sails  
Resolute Racing Shell  
RI Mooring

### **Healthcare**

Academy for Career Exploration  
AccessPoint RI  
Adult Day Center  
Blackstone Valley CAP  
Bradley Hospital  
Butler Hospital  
Care New England Health System  
Clínica Esperanza  
Coastal Medical Group  
Connecting for Children and Families  
Coventry Skilled Nursing and Rehab  
Dorcas International Institute of RI  
Emerald Bay Retirement Living  
EPOCH Senior Living Center  
Evergreen Home Health Center  
Grand Islander Health Center  
Health Centre  
Homefront Health Care  
Institute for Labor Studies & Research  
J. Arthur Trudeau Memorial Center  
Jonnycake Center of Westerly  
Kent Hospital  
Landmark Medical Center  
Lifespan  
Living Rite Center of AccessPoint  
Living Rite Center of Seven Hills  
Memorial Hospital of RI  
Mount Saint Rita Health  
Newport Community Mental Health  
Newport Hospital  
Overlook Nursing & Rehabilitation  
Providence Community Health Centers  
Rehabilitation Hospital of RI  
Rhode Island Hospital  
RI Action Coalition  
Saint Antoine Residence  
SEIU 1199NE  
South County Community Action Agency  
Teamsters Union Local 251  
The Basic Needs Network  
The Education Exchange  
The Elms  
The Genesis Center  
The Miriam Hospital  
The WARM Center  
Thundermist Health Center

Tower Street School Community Center  
United Nurses & Allied Professionals  
University Medicine  
VNA of Care New England  
Westerly Hospital  
Westview Nursing Home  
Women & Infants Hospital

### **Innovative Partnership Grants**

#### **AccessPoint: DSP Pre-Certification**

Bridges Inc.  
Generations Inc.  
Jewish Alliance of Greater RI  
Looking Upwards  
The Kent Center

#### **Connecting for Children and Families:**

##### **Culinary Arts**

Angelo's Palace Pizza  
Barbara's Diner  
Because He Lives - Meal Site  
Brick Alley Pub  
The Burrito Company  
Capital Grille  
Ciro's Tavern on Cherry  
Di Carlo Restaurant  
Elmwood Diner  
Gator's Pub  
Kay's Restaurant  
Marriott Providence  
Northern RI Community Services  
The Lodge Pub & Eatery  
Panera Bread  
Pamfilio's Italian Deli and Catering  
Pawtucket Country Club  
Residence Inn Marriott  
Richard's Pub  
Saint Antoine Residence  
SNAP Chef  
Spark Bar and Tapas  
Sodexo  
Tavern 744  
Twin Oaks  
Twelve Acres  
The Villa  
Twin River Casino  
Tockwotton on the Waterfront  
Uno Chicago Grill  
Winston's Beef Burgers and Wings  
Woonsocket Head Start Child  
Development Association

***RIMTA: Pre-Apprenticeship Training***

Bristol Marine  
Clean Bays  
Clear Carbon and Components  
Conanicut Marine  
Goetz Composites  
Hall Spars  
Hinckley Yachts  
Hunt Yachts  
Laser Performance  
Maritime Solutions  
New England Boatworks  
Newport Shipyard  
Old Port Marine  
Pirate Cove Marina  
Quantum Sails  
Resolute Racing Shell  
RI Mooring

***New England Institute of Technology:  
SAMI***

Electric Boat  
Guill Tool & Engineering  
RI Carbide Tool Company  
Swissline Precision Manufacturing  
VIBCO

***OpenDoors: 9 Yards***

BBC Burgers  
ComputerWorks  
Foster Construction  
Office Recycling Solutions

***Rhode Island Hospital: STAT***

Coastline EAP  
Community Nutrition Education RI  
Heritage Hills Nursing Home  
Homefront Health Care  
Lifespan

***Saint Antoine Residence: TEAMhealth***

Ballou Home  
Friendly Home  
Heberts Health Center  
Heritage Hills  
Highlands  
Homefront Health Care  
Overlook Nursing Home  
Trinity Health

***Stepping Up: Passport to Practice***

Kent Hospital  
Memorial Hospital of Rhode Island  
The Miriam Hospital  
Rhode Island Hospital  
Newport Hospital  
Women & Infants Hospital  
Thundermist Health Center  
Bradley Hospital  
Coventry Skilled Nursing and Rehab  
VNA of Care New England  
Kent Rehab  
Seven Hills Rhode Island  
University Medical Group  
Butler Hospital  
Saint Antoine  
AccessPoint Rhode Island

***Year Up***

Hasbro

***Institute for the Study and Practice  
of Nonviolence***

Agawam Hunt Club  
Amos House  
Aramark Education  
Gilbane  
H. Carr & Sons  
Institute for the Study and Practice  
of Nonviolence  
Local 121  
Lopco Painting and Contracting  
Mach & Jack Construction  
NAACP - Providence Branch  
Pilgrim Title Insurance Company  
Trinity Brewhouse  
True Value Construction  
Volt Workforce Solutions  
Wes's Rib House  
Whittet-Higgins Company

***Foster Forward: Works Wonders***

Burlington Coat Factory  
CVS  
Econotel Business Solutions  
Golden Crest Nursing Center  
Howley Bread Group  
La Salle Bakery  
Ocean State Job Lot  
The Dog House

***Building Futures: Residential Construc-  
tion Pre-Apprenticeship Program***

ECl, Inc.

***RIMA: Advanced Manufacturing and  
CNC Machinist Training***

Astro Med  
Bradford Soap  
Day-O-Lite  
Express Employment Professionals  
Formax  
Handles Unlimited  
MCM Technologies  
MicroPep  
Old Castle  
RI Carbide Tool Company  
Schneider Machining  
Swissline Precision Manufacturing

***On-the-Job Training***

A. Fire & Safety Company  
Active Data Solutions, LLC  
Advanced Business Machines,  
DBA Innovex  
Air Filtration Systems, LLC  
Amtrol, Inc.  
Aspen Aerogels  
Atrion Networking Corporation  
Cabinet Assembly Systems Corp.  
Cherry Hill Manor  
Christian Brothers Hardwood Floors  
Chronomatic, Inc.  
Completely Custom, LLC  
Cox Electric, LLC  
Custom Computer Specialists, Inc.  
Daniel J. Rubiano, CPA & Co., Inc.  
Debug Pest Control Inc.  
Edward M. Simpson, CPA, Inc.  
Electro Standards Laboratories  
Emissive Energy Corp.  
Enterprise Rent-a-Car  
Envision Technology Advisors, LLC  
Eva Ruth's Foods, Inc.  
Fine Designs, Inc. d/b/a Signarama  
Fontaine Inspections, Inc.  
Hart Engineering  
Heritage Restoration, Inc.  
International Packaging Corporation  
Interplex



Joseph M. Beagan, Attorney at Law  
Kent - Ears Nose & Throat, Inc.  
Laires & Son Auto Repair, Inc.  
Lucier CPA, Inc.  
Mahr Federal, Inc.  
Mesco Corporation  
Miniature Casting Corporation, Inc.  
MMC Staffing Corporation  
Multi-State Restoration  
Narragansett Sailing LLC  
Newberry Public Relations and  
Marketing, Inc.  
North Kingstown Chamber of  
Commerce  
O&G Studio, LLC  
Ocean State Technical Services, LLC  
Pay Day, Inc.  
Providence Biltmore Hotel  
PuroClean  
Resmini Law Associates  
Rilassamento Massage, LLC,  
DBA Massage Envy  
Robert Merluzzo Dental Lab, Inc.  
Rojas Auto Service, LLC  
Salvatore Mancini Resource & Activity  
Center  
Senesco Marine, LLC  
Siren Marine, Inc.  
Tasca Automotive Group  
TC Enterprises, Inc., DBA Miracle  
Method of Providence  
The Brown Center, Excellence in  
Vision Care  
The Genesis Center  
Toray Plastics (America), Inc.  
Trico Specialty Films, LLC  
Venturcap Investment Group V, LLC  
VR Industries, Inc.  
WALCO  
Walso  
WaterFire Providence  
White Machine, Inc.  
Yushin America, Inc.

### Work Immersion

A. Ricciotti Insurance Associates, LLC  
A.T. Cross Company  
AccessPointRI  
(add)Ventures  
AG-Fincov Biltmore Owner, LLC  
American Ecotech

American Surplus, Inc.  
American Tool Company  
Amica Mutual Insurance Company  
Anchor Insulation  
Association of Independent Colleges  
and Universities - RI  
Atrion Networking SMB, LLC  
Banneker Industries, Inc.  
Baystate Financial  
BBC Burger  
Beacon Mutual Insurance Company  
Beautiful Day  
Bel Air Finishing Supply  
Bridge Technical Talent  
Btech Acoustics, LLC  
Buffalo Wild Wings  
Cadence Science  
Caldwell & Johnson, Inc.  
Capstone Mechanical  
Carl Weinberg & Co., LLP  
Children's Shelter of Blackstone Valley, Inc.  
Collette Travel Services, Inc.  
Colonial Machine & Tool Co., Inc.  
Community Action Partnership of  
Providence  
Community Care Alliance  
Contractors Network, Inc.  
Coto Technology, Inc.  
Cranston Public Schools  
Direct Action for Rights & Equality  
DelMonaco Productions, Ltd.  
Dimeo Construction Company  
Dome Publishing Company  
Dorcas International Institute of RI  
Dr. Tadeusz Szytkowski, Inc.  
East Side Clinical Laboratory  
Eastgate Nursing and Rehabilitation Center  
EB Cleaning, LLC  
EH Turf Supply, Inc.  
Electro Standards Laboratories  
Enterprise Rent-a-Car of RI, LLC  
eSavV Technologies  
ETCO Incorporated  
First Warwick Hotel Investors, LLC  
Foolproof Brewing Company  
General Fabrics Company  
Generations Comprehensive Health and  
Rehabilitation  
Greystone of Lincoln  
Guill Tool and Engineering Co, Inc.  
Hall's Garage, Inc.

Heavy Metal Corporation  
Hillsgrove Servicer, Inc.  
Hilton Providence  
Hope Valley Industries  
HW Temps, Inc.  
Independence Trail Foundation  
Integration Inc./TechCentric  
Interplex Engineered Products  
Jeanne Jugan Residence  
Kahn, Litwin, Renza & Co. Ltd.  
Kaiju Studios, DBA Observatory  
Lenmarine, DBA Bristol Marine  
LOPCO Contracting, Inc.  
Marc Allen Inc.  
Marguerite Concrete Contractors, Inc.  
Maro Display, Inc.  
Matter Communications, Inc.  
MCM Technologies, Inc.  
Michael Giles, DBA Blacknight Studios  
Michael J. Hayden, DO  
Multi-State Restoration, Inc  
National Glass and Gate Service, Inc.  
NESCTC Security Agency, LLC  
New England Boatworks, Inc.  
New England Institute of Technology  
Nordson EFD  
North Atlantic Distribution  
Ocean House  
Old Slater Mill Association  
Olneyville Housing Corporation  
Palio, Inc.  
Paul Schneidenbach  
Pay Day, Inc.  
Performance Restoration, Inc.  
Perreault & Company, Ltd.  
Piccerelli, Gilstein & Company, LLP  
Pilgrim Screw Corp  
Pirate Cove Marina, Inc.  
Porter Machine, Inc.  
Portsmouth Veterinary Clinic  
PRA Employment, LLC  
Prabin Khadka  
Precision Turned Components  
Providence Student Union  
Providential Partners, LLC  
PURVIS Systems Incorporated  
Quality Spraying Technologies, Inc.  
R&D Technologies, Inc.  
R.B. Queern & Co. Inc.  
RAA Inc., DBA Angelo's Restaurant

continued

*Work Immersion, continued*

Residence Inn Providence  
Resilient Kids  
Resolute Racing Shell, Ltd.  
Rhode Island Medical Imaging, Inc.  
Rhode Island Mooring Services, Inc.  
RI Carbide Tool Company  
RI Marine Trades Association  
Rice Machinery  
Rosco Manufacturing, LLC  
Rusco Enterprises, Inc.  
Saint Antoine Residence  
Sansiveri, Kimball & Company, LLP  
Scott's Doors and Windows  
Scott T. Whittum, CPA  
SEA CORP  
SES America, Inc.  
Shores Market  
Siena, Inc.  
Siena Cucina-Enoteca  
Siren Marine, Inc.  
Spurwink RI  
Stephen H. Penza, CPA  
Swissline Precision Manufacturing  
The Education Exchange  
The Hinckley Company  
The Ryan Center, URI  
The Salvation Army  
The Washington Trust Company  
Tiffany & Co.  
Toray Plastics (America), Inc.  
Town of Narragansett  
Town of North Smithfield  
TPG Companies, Inc.  
TribalVision, LLC  
Tunstall  
Tuscan Food, Inc.  
University Emergency Medicine  
Foundation  
University of Rhode Island  
Verve, Inc.  
Vibco, Inc.  
VNS Home Health Services  
Weekapaug Inn  
Wildtree Herbs, Inc.  
Women & Infants Hospital  
Xzito Creative Solutions, LLC

**Youth**

4H Clubs of RI  
788 Sports  
A Child's View Daycare  
AAA  
All 4 Seasons Landscaping  
All About Kids Too  
Alphabet Soup Daycare  
Amanda's Pantry  
Amazing Kids Academy  
Anchor Subaru  
Angelika & Me  
Angelo's Restaurant  
Artee Fabric  
Artistic Hair Design  
Arturo Joe's  
Ashaway Free Library  
Atomic Salon  
Beacon Charter High School  
Beautiful Beginnings  
Bella Vista Landscaping  
Betty's Candies  
Big Brothers Big Sisters  
Big Nazo Puppets  
Bike Newport  
Billy Taylor House  
Blackstone Valley CAP: Lead Center  
Blackstone Valley CAP: Woodlawn  
Community Center  
Blackstone Valley CAP: Youth Success  
Blithwold Mansion  
Bomb Squad Basketball Academy  
Borrelli's Bakery  
Boys and Girls Club: Cumberland  
Boys and Girls Club: Woonsocket  
Boys and Girls Club: East Providence  
Boys and Girls Club: Newport  
Boys and Girls Club: Pawtucket  
Boys and Girls Club: Warwick  
Boystown  
Bravo  
Bristol Good Neighbors  
Bristol: Housing Authority  
Bristol: Parks and Recreation  
Bristol Senior Center  
Bumble Bikes  
Burlington Coat Factory

CACD  
Calcutt Middle School  
Camelot Pet Resort  
Camp Hawkeye  
Camp Hoffman (Girl Scout Camp)  
Capital Good Fund  
Capital Grille  
Capitol Ridge Nursing Home  
Carcieri's Stop and Compare  
Cedar Crest Nursing Home  
Center for Women & Enterprise  
Central Falls: City Hall  
Central Falls: DPW/Highway Department  
Central Falls: Fire Department  
Central Falls: High School  
Central Falls: Library  
Central Falls: Parks and Recreation  
Central Falls: Planning Department  
Central Falls: Police  
Central Falls: School Department/GCA  
Cherry Hill Manor  
Child and Family  
Child, Inc.  
Chili's Restaurant  
Citadel Law Office  
City Arts  
Clouds Hill Victorian House Museum  
Coastway Community Bank  
Coats Farm  
College Visions  
Collette Vacations  
Community Care Alliance  
Community College of Rhode Island  
Comprehensive CAP: Headstart  
Comprehensive CAP: Pawtucket Youth  
Center  
CompuClaim  
Conimicut Point Candles  
Connecting for Children and Families  
Consolidated Consulting and Recruiting  
Services, LLC  
COOP Boutique  
Core Tech Services  
Courtyard by Marriott  
Courthouse Center for the Arts  
Coventry Parks Clean Up  
Craft (BMX Store)



Cranston: Animal Shelter  
 Cranston: Chamber of Commerce  
 Cranston: City Hall  
 Cranston: Head Start Programs  
 Cranston: School Department  
 Crayons and Lollipops  
 Crayons and Lollipops - Early Learning  
 Creative Hair Design  
 Critter Hut  
 Crossroads RI  
 Cumberland: Highway Department  
 Cumberland: Parks and Recreation  
 Cunha Trucking and Moving Company  
 CVS Caremark Corporation  
 Dave's Marketplace  
 Davisville Library  
 Dimeo Construction  
 DownCity Design  
 Downtown Providence Parks  
   Conservancy  
 Dr. Thomas McCauley  
 East Providence: City Hall  
 East Providence: Housing Authority  
 East Providence: Library  
 East Providence: Parks and Recreation  
 East Providence: School Department  
 East Providence: Senior Center  
 East Bay CAP: Food Pantry  
 East Bay CAP: Head Start  
 East Bay CAP: Human Resources  
 East Bay CAP: RSVP  
 East Bay CAP: Youth Center  
 EB Printing  
 Electric Boat  
 Elmwood Sports  
 E's Divine and Pet Salon  
 Extreme Airsoft  
 Family Service of RI  
 Farm Fresh RI  
 Ferguson Animal Hospital  
 FICO Electric  
 Fogarty Manor, PHA  
 Galego Court, PHA  
 G-Force  
 Goat Island Marina  
 Goodwill Industries of Rhode Island  
 Greco Brothers  
 Green Paw Spa  
 Greenville Library

Hampton Inn and Suites  
 Healy Physical Therapy  
 Herreshoff Marine Museum  
 Highlander Charter School  
 Hopkins Manor  
 Humphrey's Building and Supply Co.  
 Hyatt Regency Newport  
 Il Fornello Restaurant  
 Imagination Station  
 Inspiring Minds  
 ISPN  
 Interplex  
 J and H Automotive  
 J & T's Grille  
 Jack and Jill Daycare  
 Jange Construction  
 Johnson: Parks and Recreation  
 Johnston: Clean Up  
 Johnston: Municipal Court  
 Johnston: Park and Recreation  
 Johnston: Public Works  
 Johnston: School Department  
 Jonnycake Center  
 Jordan's Barbershop  
 Joyful Learning Child Care Academy  
 Khadarlis  
 Kingstown Crossing  
 Landmark Hospital  
 Lemyers Auto  
 Lepre Physical Therapy  
 Liddle Tots II  
 Lifespan  
 Lincoln Senior Center  
 Little Angels Academy  
 Little Learners Academy  
 London Bridges Day Care  
 M & G Transportation  
 MacColl YMCA  
 Maezy's Restaurant  
 Magic Years  
 Mama's Sweet Treats  
 Marcia Hair Salon  
 Marian J. Mohr Library  
 Mariner Grille  
 Martin Luther King Center  
 Massage Envoy  
 Matunuck Oyster Bar  
 McGinitiy Textiles  
 Merrill Lynch, Bank of America Corp.

MET School  
 MET Summer Camp  
 MIDAS  
 Molino Photography  
 Mommy's Favorites  
 Mt. Hope High School  
 Mt. Hope Learning Center  
 Mt. Pleasant Hardware  
 Multi State Restoration  
 Music One  
 North Providence: Recreational Center  
 Nails in Detail  
 Narragansett: Parks and Recreation  
 Neighborhood Health Plan of RI  
 N.E. Laborers' Training Academy  
 New Horizons  
 Newport Hospital  
 Newport Housing Authority  
 Newport Preservation Society  
 Next Level Fitness Gym  
 Norman Bird Sanctuary  
 North Kingstown: Animal Shelter  
 North Kingstown: Parks and Recreation  
 North Providence: Library  
 North Providence: Parks and Recreation  
 Northstar Marketing  
 Ocean State Waves  
 Ocean Tides Culinary Arts  
 Olly's Pizza  
 One Olneyville  
 Over the Rainbow Learning Center  
 P & P Auto Sales  
 Parkholm  
 Pawtucket: Board of Canvassers  
 Pawtucket: City Hall  
 Pawtucket: Credit Union  
 Pawtucket Housing Authority  
 Pawtucket: Library  
 Pawtucket: Maintenance  
 Pawtucket: Mayor's Office  
 Pawtucket: Planning Department  
 Pawtucket Red Sox  
 Pawtucket : School Department  
 Pawtucket YMCA  
 Pet Refuge  
 Pete's Barbershop  
 Pet Suplies Plus  
 PixOnTV

continued

*Youth, continued*

Planned Parenthood of Southern  
New England  
 Pocasset Bay Retirement Living  
 Precision Saw and Mower  
 Pristine Care Wash  
 Progresso Latino  
 Providence After-School Alliance  
 Providence Children's Museum  
 Providence Housing Authority  
 Pure Pet Paradise  
 Quidnessett Baptist Church  
 Raytheon  
 Razeer Motorcycle Center  
 Read, Talk and Play  
 Real Services Inc.  
 Recycle-a-Bike  
 Renaissance Adult Day Health Center  
 Rhody Transportation and Wholesale, Inc.  
 RI College Unity Center  
 RI Department of Health  
 RI Department of Administration  
 RI Dept. of Children, Youth and Families  
 RI Division of Fish and Wildlife  
 RI Hospital, A Lifespan Partner  
 RI Hospitality Education Foundation  
 RI Marine Trades  
 RI Parent Information Network  
 RI Quality Institute  
 Rise Above Construction  
 RISPCA  
 Riverbend Athletic Club  
 RiverzEdge  
 Rj's Diesel  
 Saccoccio and Associates Architects  
 Saint Antoine Residence  
 Saint Elizabeth Place  
 Salon D'Talia  
 Salon Envy  
 Savers  
 Scallop Shell Nursing and Rehabilitation  
 Scavello Sisters Grooming  
 Scott's Kennels  
 Seaport Studios  
 Section 8 Housing  
 Seven Hills  
 Shampoochie's  
 Signature Cable  
 Sixteen on Center  
 Slater Mill  
 Slaters Exeter Auto  
 Smith Hill Early Childhood  
 South County Art Supply  
 South County CAP: FCCP Office  
 South County CAP: Maintenance  
 South County CAP: SYE Office  
 South County Collision/Ocean Tides  
 South Kingstown: Parks and Recreation  
 South Kingstown: Public Library  
 South Providence Neighborhood  
     Ministries  
 Spa Mosaic  
 St. Edward's Church  
 St. Edward's Food and Wellness Center  
 St. Martin Deporres Senior Center  
 Stephen Kessler Landscaping  
 Subway  
 Sugar Mama's Sweets and Treats  
 Sunset Stables  
 Super Scoops Ice Cream  
 Sweet Cakes Bakery and Café  
 Swissline Precision Manufacturing  
 Taso's Restaurant  
 The Call  
 The Center for Dynamic Learning  
 The Center for Innovation and  
     Entrepreneurship  
 The Center for the Advancement of  
     Minority Contractors  
 Thundermist Medical Center  
 Tiverton High School  
 TJ MAXX  
 Tony's Pizza  
 Totally Kids  
 Tower Street Community Center  
 Tri-Town Community Action  
 University of RI: USDA  
 University Orthopedics  
 Village Restaurant  
 Voccola Law Services  
 Walgreens  
 Warren: Parks and Recreation  
 Warwick: Beach  
 Warwick: Chamber of Commerce  
 Washington Trust Company  
 Way-to-Grow Daycare  
 Welcome Market  
 West End Community Center  
 Westerly: Public Library  
 Wilcox Park  
 Woonasquatucket River Watershed  
 Woonsocket: Janitorial Department  
 Woonsocket: Parks and Recreation  
 Woonsocket: Recycling  
 Woonsocket: School Department  
 World Martial Arts  
 WW Landscaping

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## Contact Information

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